

**Chapter – II : (i)
Common Demands**

(i) Merger of Pay Scales and Upgradation (5000-8000, 5500-9000 in 6500-10500)

1. **Name of departments:-** Various Employees Unions

2. **Representation from:-**

Rajasthan Library Service Association (Raj Lisa).
Rajasthan Prayogshala Sahayak Sangh.
Rajasthan Audyogik Prashikshan Sansthan Karmachari Sangh.
Association of Public Analysts and Analytical Chemists (Rajasthan).
Rajasthan Radiographers Association.
All Rajasthan Medical Health & Family Welfare Employees Federation.
Rajasthan State Stenographers Association.
Rajasthan Rajya Karmchhari Mantralyik Sanyukta (Ekta) Sangharsh Samiti, Dhaulpur.
Rajasthan State Subordinate Computer Employees Association.
Rajasthan Subordinate Service Association.
Rajasthan Govt. Press Proof Readers Association.
Rajasthan Accountants Association.
Rajasthan Subordinate Accounts Service Association.
Rajasthan Rajya Karmchhari Sangh.
Rajasthan Ministerial Services Association.
All Rajasthan Laboratory Technician Employees Association.
Rajasthan and others.


3. **Demand:-**

Sixth Central Pay Commission has upgraded the existing pay scales Rs.5000-8000 and Rs.5500-9000 to Rs.6500-10500 and granted Grade Pay of Rs.4200. Therefore Grade Pay, on pre-revised pay scales 5000-8000 and 5500-9000 should be Rs.4200, instead of Rs.3200 & 3600.

Some others have demanded that the existing pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, should be granted grade pay of Rs.4200, Rs.4600 and Rs.4800.

4. **Factual position and recommendation of the committee:-**

(i) 4th CPC at sub para (g) of para 3.8.3. (Chapter 3.8 common categories) has recommended merger of pay scales of Rs.5000-8000, Rs.5500-9000 and 6500-10500. which reads as under:-
Para 3.8.3 (g): *“As a measure of delayering, the Commission has recommended merger of the pay scale of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. In a large number of cases, posts in these pay scales have existed as feeder and promotion posts. While the Commission has tried to ensure that the promotion post is normally placed in a higher pay scale, however in many cases, the same has not been done. Consequently, for a few categories, the erstwhile feeder promotion posts have been merged. This is a conscious decision of the Commission and has been resorted to in cases where functional justification for maintaining two distinct levels as feeder and promotion post did not exist or where the operational efficiency was not impacted or is likely to actually improve by the merger. In all such cases, the interests of personnel in the erstwhile promotion grade have been protected by ensuring that their seniority as well as higher pay is kept*


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intact in the revised running pay bands being recommended by the Commission."

This recommendation for merger of the scales had been agreed to by the Central Government.

- (ii) On account of merger of pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, some posts which presently constitute feeder and promotion grades have come to lie in an identical grade, barring specific recommendations about some such categories of posts in some departments.

5. Status in other states:-

As regards merger of the pre-revised Pay scales of Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10500, different patterns obtain in different states. In many of the states merger of pay scales has not been agreed to as will be apparent from the table below:

POSITION OF MERGER IN PRE-REVISED PAY SCALES OF Rs.5000-8000, 5500-9000 AND 6500-10500 IN OTHER STATES

S. No	Name of State	Merger accepted	Status
1.	Haryana	No	Grade pay Rs. 3200 for existing pay scale 5000-7850, Grade pay Rs. 3600 for existing pay scale 5500-9000 and GP is 4200 for 6500-10500
2.	Madhya Pradesh	No	Grade pay Rs. 3200 for existing pay scale 5000-8000 Rs. 3600 for 5500-9000 and Rs. 4200 for 6500-10500
3.	Maharashtra	No	No specific merger No Corresponding running pay band and grade pay for existing pay scales.
4.	Punjab	No	(i) There was existing pay scale Rs. 5000-8100 which has been given grade pay Rs. 3200 (ii) There was existing pay scale Rs. 5480-8925 which has been given grade pay Rs. 3600
5.	Himachal Pradesh	No	Existing pay scale Rs. 5000-8100 have been given grade pay Rs. 3200 and existing pay scale Rs. 5480-8925 have been given grade pay Rs. 3600.
6.	Gujarat	Yes	Grade pay Rs. 4200 have been given to existing pay scale 5000-8000 and 5500-9000 and 6500-10500
7.	Uttar Pradesh	Yes	Grade pay Rs. 4200 have been given to existing pay scale 5000-8000 and 5500-9000 and 6500-10500.
8.	Chhattisgarh	Modified	Grade pay Rs. 4200 for existing pay scale 5000-8000 Grade pay Rs. 4300 for existing pay scale 5500-8000 Grade pays Rs. 4400 for existing pay scale 6500-10500, 6500-9100.
9.	Uttarakhand	Yes	Merger allowed. Grade pay Rs. 4200 for existing pay scale 5000-8000, 5500-9000 and 6500-10500
10.	Tamil Nadu	Modified	1. Grade pay Rs. 4200 have been given to existing pay scale Rs. 5500-8000 2. Grade pay Rs. 4400 have been given to existing pay scale Rs. 5500-9000 3. There was one more existing pay Scale Rs. 5300-8300 in between Rs.5000-8000 and Rs. 5500-9000 Grade pay Rs. 4300 have been given to this existing pay scale.
11.	NCT Delhi	Yes	Merger of pay scale have been sanctioned according to CCS (Revised pay) Rules 2008 applicable on Central Government employees.

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S. No	Name of State	Merger accepted	Status
12.	Orissa	Yes	Existing pay scale Rs. 5000-8000 and Rs. 5500-9000 have been given grade pay Rs. 4200.
13.	West Bengal	Own pattern	(i) There was no pay scale of Rs. 5000-8000 and Rs. 5500-9000 (ii) The existing pay scale Rs. 5000-11275 have been given grade pay Rs. 4600. (iii) The existing pay scale Rs. 5500-11325 have been given grade pay Rs. 4700.


6. Recommendations:-

(i). The, Sixth Central Pay Commission, as a measure of delayering the large number of pay scales, recommended upgradation of erstwhile pay scales Rs. 5000-8000 and Rs. 5500-9000 to Rs. 6500-10500 and their merger into a single grade pay of Rs. 4200 in PB-2, for all the posts falling in these pay scales.

(ii). Employees in Central Government are classified in A, B, C and D categories, on the other hand, the State Government employees have been classified into State Service, Sub-ordinate Service, Ministerial Service and Class-IV Service.

(iii). The Committee during the course of interaction, examination and study of the pay structure of the Central and the State government noted the following important features of the systems obtaining in the pay structure of the 6th CPC and the RCS Pay Rules (2008) of the State government:

1. The Sixth CPC envisages a running pay band and a grade pay, and the new system of pay structure for State government employees has to fall in the structure of the pay bands and the grade pays designed for the purpose. The significance of the running pay band lies in the fixation of the salary (as previously drawn basic pay has to be multiplied by a factor of 1.86 to reflect the impact of dearness allowance in the running pay band) apart from this it also tackles the problem of stagnation. While Recognising the ingenuity of the system, it is clearly a constraint as the pay structure devised by the 6th CPC has to be used by all the State governments in a manner which allows fitting of the pre-revised pay scales of all its employees into this structure, keeping the lateral parities and vertical hierarchies in mind.
2. The significance of the grade pay lies in determining the levels of hierarchy in a given department and the positioning of an individual or a service in the vertical hierarchy of a department as well as the government services as a whole. An acute problem arises when there is a merger of pay scales and the promotion posts and feeder posts come to lie in the same pay band and the same grade pay. This also needs to be understood in light of the fact that not only has the vertical integrity respecting historical parity and importance of each


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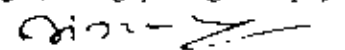
service to be maintained , but the lateral interlocking of the salary structure with other services carried forward in the new system.

3. The State government has a larger number of functional hierarchies in the field as the outreach of its services has to by design, spread downwards to the remotest of its villages. Naturally services like education, medical, revenue, rural development and law and order have to percolate down to the lowest hierarchy of human habitation for a doorstep service approach. The question of doing away with this structure and replacing it with a new one is a difficult task; therefore the retention of these services at ground level is both desirable and mandatory for the State governments. Since it is desirable that these services be retained, it is a natural corollary that the superior structure built on the edifice of these field posts has to be retained too.

(iv). It so appears that the State Government has not accepted the recommendation for upgradation of existing pay scales because of the following reasons:

- a) cogent reasons for functional justification for retaining distinct and discrete levels as feeder and promotion posts exist in the state, for example, in several cases, Grade Pay of feeder posts & promotion posts shall become identical, e.g. Inspector Grade-II (5000-8000) to Inspector Grade-I (5500-9000), and entry level posts of some State Services come to lie in the same pay band and grade pay eliminating the hierarchical line of command established on the basis of pay scales.
- b) The operational efficiency of delivering doorstep service in far flung rural areas, would certainly be impacted, for example in the case of Inspector Land Records and Naib Tehsildar, the delayering is neither recommended nor practically feasible. This would be true for other field cadres also like enforcement inspector, ADSO and DSO and post of other cadres.
- c) Delayering is likely to achieve functional efficiency only when there is a complete change in the method of providing basic and ground level services. This can be done by either phasing out some services or replacing Government structures by contractual services or through PPP mode or NGOs as service providers. This exercise is not possible in a short span of time.

(v). Apart from the above, in case the pay scale of 2nd promotion post happens to be 6500-10500, then it may require upgradation of pay scale of this promotion post. Moreover, junior and the senior employees in ACP shall come to lie in same grade pay; and with merger, the gap in grade pays will further widen.

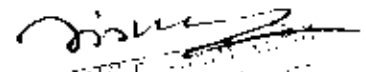

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(vi). These pay scales are attributed to the critical Sub-ordinate Service posts as well as in Ministerial services. besides the entry level post of good number of State Service s. Bulk of the Sub-ordinate Service, particularly where direct recruitment is made in the erstwhile pay scale of Rs. 5000-8000 with first promotion post falling in Sub-ordinate Service or State Service in erstwhile pay scale Rs. 5500-9000 / Rs. 6500-10500. Acceptance of this recommendation of the 6th CPC is fraught with the risk of creating enormous functional complications, where grade pay for feeder post and promotion post including the second promotion post in the State Service concerned would become identical besides demolition of the hierarchy.

(vii). In addition, good number of technical posts also lie in these pay scales. Senior posts in Ministerial service also fall in these pay scales. Therefore, it is very essential to keep different grade pays for junior and senior level posts in Sub-ordinate Service, Ministerial service and State Service.

(viii). After taking all the factors stated above into account, in recognition of the important role of employees at this level the Committee recommends upgradation in grade pays as stated in the table below:

Erstwhile Pay Scale in RCS (Revised Pay) Rules 1998	Pay Structure / Grade Pay and Pay Band allowed in RCS (Revised Pay) Rules 2008	Pay Structure / Grade Pay and Pay Band recommended
Rs. 5000-8000	Rs. 3200 in PB-2	Rs. 3600 in PB-2
Rs. 5500-9000	Rs. 3600 in PB-2	Rs. 4200 in PB-2
Rs. 6500-10500	Rs. 4200 in PB-2	Rs. 4600 in PB-2


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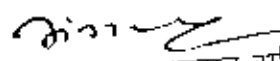
Chapter – II (ii)
Date of Implementation

1. **Representation from:-** All employees Unions/ Associations.
2. **Demand:-** The Central Govt. has given Sixth Pay Commission revised Pay Scales with effect from 1.1.2006 whereas the State Govt. has granted revised pay scales on the lines of Sixth Pay Commission report with effect from 1.9.2006.

The benefits of revised pay scales have been given notionally from 1.9.2006 to 31.12.2006. The benefits of the revised pay scale be given with effect from 1.1.2006.
3. **Status in Government of India:-** Government of India had implemented the recommendations of earlier pay commissions from 1st Jan 1996 (5th CPC) and 1st Jan 1986 (4th CPC). 6th Central Pay Commission has made recommendation for implementation of pay scale from 1.1.2006.
4. **Status in Government of Rajasthan:-**
 - (i) Based on the 5th Central Pay Commission report and Central Civil Services (Revised Pay) Rules 1997, the Rajasthan Civil Services (Revised Pay) Rules 1998 were made effective from 1.9.96.
 - (ii) Likewise, based on Sixth Central Pay Commission report, the Rajasthan Civil Services (Revised Pay) Rules have come into force from 1.9.2006.
 - (iii) Provision regarding non accrual of arrears in the RCS (Revised Pay) Rules 2008 is as follows :-

“Notwithstanding anything contained in these rules, no arrears of pay and allowances thereon, on any account, shall accrue to a Government servant, whether existing or appointed between 1.9.2006 to 31.12.2006 (both days inclusive), for the period upto 31.12.2006”.
 - (iv) Dates of implementation of various pay revisions/ pay commission recommendations through revised pay rules are as follows :-

Central Govt.		State Govt.	
Pay Commission Report No.	Central Civil Service (Revised Pay) Rules effective Date	Rajasthan Civil Service (Revised Pay) Rules effective Date	Non accrual period of arrears
III	1.3.1973	1.9.1976	-----
	-----	1.9.1981	-----
IV	1.1.1986	1.9.1986	-----
	-----	1.9.1988	1.9.1988 to 31.12.1988
V	1.1.1996	1.9.1996	1.9.1996 to 31.12.1996
VI	1.1.2006	1.9.2006	1.9.2006 to 31.12.2006


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5. **Views of the Committee:-**

(i). The date of revision of pay scales subsequent to submission of the Central Pay Commission Report for Central Government employees has been 1st January after 3rd Pay Commission pay revision. Likewise, the recommendations of 4th CPC was made effective with effect from 1st January, 1986. Later on the recommendations of 5th CPC were accepted to be implemented with effect from 1st January, 1996. The new pay structure for Central Government employees recommended by 6th CPC has come into force with effect from 1st January, 2006. On the contrary the date of revision of pay scales of State Government employees has traditionally been 1st of September. The preceding five pay revisions for State Government employees were ordered with effect from 1st September every time since 1976, 1986, 1988, 1996, and now 2006.

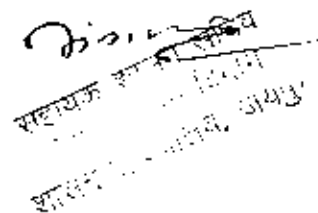
(ii). Sixth CPC report at page 27 reads as follows:

“It is observed that most of the States would be in a position to meet the additional expenditure. States which do not reflect a comfortable position as far as the increased expenditure is concerned, can consider the options of :

- **deciding on a date of implementation different from that of the Centre,**
- **staggering the payment of arrears suitably,**
- **generating additional tax and non-tax revenues,**
- **compressing expenditures.”**

Therefore in line with the above recommendations of the Sixth CPC, wherein it has been recognized that a situation may arise in which the dates of implementation of its recommendations could be different from those recommended by it in several states, and it has opined that their recommendations could be adopted with effect from a date later than 1st January 2006. In other words, the 6th CPC believed that many State Governments may consider extending the dates of revision in pay scales of their employees from a date beyond 1st January, 2006 and understood that there would be a variation in the dates of implementation across the states.

(iii). Thus, the Committee finds that the decision of the State Government to implement the 6th CPC recommendations with effect from 1st September 2006 is a natural extension of its long standing policy and in conformity with 6th CPC recommendations. Therefore, the Committee would not like to recommend any change in the date of implementation of pay revision.


The block contains a handwritten signature in black ink, which appears to be 'D. S. ...'. Below the signature is an official stamp of the Committee. The stamp is rectangular and contains text in Hindi, including 'सचिव, केंद्र सरकार' (Secretary, Central Government) and 'नया दिल्ली' (New Delhi). The stamp is partially obscured by the signature and has a diagonal line drawn through it.

Chapter – II (iii)
Multiplication factor

1. **Representation from:-** All Employees Unions/ Associations
2. **Demand:-** They have represented that pay fixation should be done using the multiplication factor as 1.94/1.93 instead of 1.86.
3. **Factual Position:-**
(A) Central Govt.
The Sixth Central Pay Commission has recommended fixation chart in the following manner:-
“The basic pay drawn as on 1/1/2006 in the existing Fifth CPC pay scales along with dearness allowance at the rate of 74% (which would have been payable on the Fifth CPC pay scales had merger of 50% dearness allowance as dearness pay not been allowed with effect from 1/4/2004) have been totaled and then rounded off to next multiple of 10. This has been taken as the pay in the revised running pay band.”

Implementation of the recommendations of Sixth Central pay Commission.

(i) Enhancement in the fitment in revised pay bands, which was recommended by the Sixth Central pay commission to be based on multiplication factor of 1.74 to 1.86. This resulted in increased emoluments for Government employees.

Basic Pay = 100%
Dearness Pay = 50%
D.A. 24% (on Basic Pay + Dearness Pay)
Total 1.86

(1.86)
= 1.86

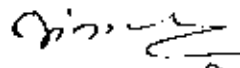
(ii) Central Govt. has made a provision for giving D.A. in future on Pay in the Running Pay Band plus grade pay.

(B) State Govt.

(i) The State Government has revised the pay scales based on the recommendation of the Central Sixth Pay Commission with effect from 1.9.2006 notionally upto 31.12.2006 and cash benefits have been given with effect from 1.1.2007. State Government has included the same rate of D.A. & D.P. as on 1.1.2006 in the pre revised emoluments.

(ii) The State Government has paid D.A. with effect from 1.7.2006 at enhanced rate (29%) in the pre revised pay scales. Due to non accrual of arrears with effect from 1-9-06 to 31-12-06, the D.A. rate in the revised pay has no relevance. The D.A. rates have been made identical to Central Govt. w.e.f 1.1.2007 i.e. @6% of Basic Pay i.e. the pay in pay band and grade pay. Thus, in the State government instead of 1.86 the factor works out to

Basic Pay = 100
Dearness pay = 50
DA@ 29% (on Basic Pay + Dearness pay)
Total = 1.935 say 1.94


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(iii) If the multiplication factor is taken at 1.94, the rate of DA shall be different in Central Govt. and the State Government i.e. DA as on 01.09.06 shall be zero and 1.1.07 it would be 4%.

(iv) Calculations on account of multiplication factor 1.86 and 1.935 are enclosed here with:-

(v) Total Revised pay allowance of an employee, with this multiplication factor, works to about 2% more at every point of time.

(vi) But, in that case the rate of DA in the State shall remain 2% less compared to the rate of DA in Centre,

4. **Views of the Committee:-**

Most of the Unions/Employee Associations have put up a demand that revision of pay scales of State Government employees being ordered from 1st September 2006, the Dearness Allowance (DA) payable on the basic pay and Dearness pay as on 1st September 2006 should be taken into consideration for arriving at the **pre revised emoluments**, which has been termed as **multiplication factor** by the Unions/Associations.

The demand is based on the premise that revision of pay from a date should be based on the pay and allowances been drawn on that day. Central Government has adopted the revision of pay scales with effect from 1st January with pay, dearness pay and dearness allowance drawn by an employee as on 1st January for arriving at the revised pay in the new pay structure.

On the other hand, the RCS (Revised Pay) Rules 2008 provides that '**pre revised emoluments**' shall include basic pay, personal pay (if any) and dearness pay @ 50% of basic pay as on 1st September 2006; and dearness allowance @ 24% on the above basic pay, personal pay (if any) and dearness pay. The dearness allowance was payable @ 24% on 1st January 2006, which rose to 29% with effect from 1st July 2006. Thus the State Government did take the pay as on 1st September or the date of option for revised pay scales, as the case may be, with rate of DA prevailing as on 1st January 2006.

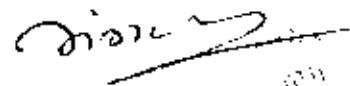
The State Government has been following this practice of taking into account the rate of dearness allowance prevailing on 1st January of the concerned year at the time of revision of pay scales consistently over the decades, whether in 1986, 1988, 1996 and 2006.

The Committee has examined the demand at length with its basis as well as implications. Accepting the demand would lead to fixation of pay at a little higher level compared to the one the employees are entitled as per extant rules. But in that case, the rate of dearness allowance as on 1st September 2006 becoming zero, the rate of DA in future also shall be different from what it

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is in Central Government. Every time the quantum of DA shall have to be calculated afresh and it would not be as simple as it is today, where the rates of DA in Central Government is extended to the State Government employees soon after it is ordered by Central Government.

Besides this, the problems in managing the change in the calculation of 'pre-revised emoluments' for revising the pay of the large number of employees from the date of option exercised, may offset the minor financial benefit that may accrue initially but taper off gradually. Therefore, the Committee is not in favour of any change in the 'factor' or the method of arriving at the **pre revised emoluments** of the employees described in the RCS (Revised Pay) Rules 2008.


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Chapter – II (iv)
Selection grades (9, 18, 27) and
Assured Career Progression Scheme

1. **Representation from:-** All employees Unions and Associations.
2. **Demand:-**
- a. Under the benefits of the ACP Scheme, employees should be given pay scales of promotion post on completion of respective periods of service in their Cadre/Services.
 - b. Central Government gives grade pay of Rs.6600 after 10 years, Rs.7600 after 20 years and Rs.8700 after 30 years to an officer in Grade pay 5400, while the State Govt. gives Rs.6000 after 10 years, Rs.6600 after 20 years and Rs.6800 after 30 years.
 - c. Next promotional post of Junior Engineer is Assistant Engineer, but after 9 years service, a Degree holder Junior Engineer was granted 1st selection grade of 6500-10500, instead of 8000-13500. Now, under ACP Scheme, a Junior Engineer, after 10, 20 and 30 years, shall be entitled to grade pays of Rs.3600, Rs.4200 and Rs.4800 respectively, where as the grade pay of Assistant Engineer is Rs.5400. A Junior Engineer would thus, get AENs grade pay (Rs.5400) only on actual promotion to the post of AEN. Therefore, grade pay of Rs.5400 in pay band 15600-39100 should be given on completion of 10 years of service, as promotion post of a Junior Engineer is Assistant Engineer.
3. **Status in Government of India:-**
- (i) 5th Central Pay Commission introduced the ACPS for Group B, C and D employees and for isolated posts in Group A, where two financial upgradations were provided on completion of 12 and 24 years of service. The Financial upgradations were to be in the next higher grade (pay scales) in the existing hierarchy.
 - (ii) On the recommendations of 6th CPC, Government of India have issued Modified Assured Career Progression Scheme (MAPS) as below:-
“There shall be three financial upgradations under the MAPS, counted from the direct entry grade on completion of 10, 20, and 30 years of service respectively for Group A, B, C and D. Financial upgradations under the scheme will be admissible whenever a person has spent 10 years continuously in the same grade pay”.
 - (iii) Under ACP Scheme an employee shall be eligible for next higher grade pay in the hierarchy of grade pays.
4. **Status in Government of Rajasthan:-**
- (i) State Government introduced Selection grades on 25.1.1992 for employees other than the members of State Services and those drawing pay below pay scale 2200-4000 (revised to 8000-13500 pay 5th CPC) on completion of 9, 18 and 27 years service from the rate of regular direct recruitment on a post. The selection grade was in the pay scale of 1st, 2nd or 3rd promotion posts.
 - (ii) Prior to 1.9.2006 i.e., in Rajasthan Civil Service (Revised Pay) Rules 2008, the State Government had continued the Selection grade unchanged for employee in Class IV, Ministerial and Subordinate Services and those holding isolated posts (other than for State Service s).

- (iii) In case there was no post for first, second or third promotion, as the case may be, in the same service/ cadre or the employee did not possess academic qualification prescribed for promotion and in respect of the isolated posts, the selection grades were as prescribed as specified below:

S. No.	Existing Pay Scale	Selection Grade	
1.	2550-3200 (1)	2610-3540 (2)	
2.	2610-3540 (2)	2650-4000 (3)	
3.	2650-4000 (3)	2750-4400 (4)	
4.	2750-4400 (4)	3050-4590 (6)	
5.	2950-4475 (5)	3200-4900 (7)	
6.	3050-4590 (6)	4000-6000 (9)	
7.	3200-4900 (7)	4000-6000 (9)	
8.	3400-5200 (8)	5000-8000 (10)	
9.	4000-6000 (9)	5000-8000 (10)	
10.	5000-8000 (10)	(i) 6500-10500 (12)* (ii) 5500-9000** (11)	*In those cases where next promotion post is in a State Service **In other cases.
11.	5500-9000 (11)	6500-10500 (12)	
12.	6500-10500 (12)	8000-13500 (13)	

- (iv) In the RCS (Revised Pay) Rules 2008, the Government has allowed ACP Scheme with financial upgradations as given below:-

- (A) The scheme will be available to all posts in Class IV, Ministerial, Subordinate Service and those holding isolated posts and drawing pay in RCS (Revised Pay) Rules 2008 upto grade pay of Rs.4200 excluding State Service s, on completion of 9, 18 and 27 years of service.
- (B) Scheme of ACP for all State Service officers and isolated posts in the grade pay of Rs.4800 and above on Completion of 10, 20 and 30 years of service.
- (C) Like Central Government, State Government employees shall be eligible for next higher grade pay in the hierarchy of grade pays on completion of requisite period of 9/10 years service, as the case may be.

View of the committee:-

Subsequent to appointment on a post in government, the employee avails promotion on higher post(s) as per provisions contained in the relevant Service rules and availability of vacancy.

In spite of the provision allowing promotions to employees through their service rules, it was observed that the benefit of promotion under the service rules could not be extended to all the employees because of the pyramidal structure of hierarchy in the government departments. To address the problem of stagnation due to non-availability of timely promotion, dissatisfaction/low morale among the employees it was rightly felt that in order to motivate the employees some mechanism should be evolved.

The State government initially granted financial benefit of one

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promotion on completion of 15 years' service (selection scale) in 1985. Subsequently, in 1992, the State government ordered grant of three selection grades on completion of 9, 18 and 27 years of satisfactory service to those serving in services other than State Service.

Central Government first introduced two financial upgradations for the employees of Category-B, C and D based on 5th CPC recommendations after 12 and 24 years of service. Generally the financial upgradation after 12 and 24 years service was in the pay scale of promotion posts in the Central Government.

Since 1988, State Government employees are in receipt of benefits, similar but not identical, to the pay and allowances of comparable posts in Central Government to a large extent.

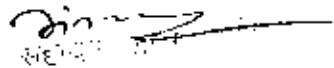
Central Government has improved its scheme of Assured Career Progression (ACP) wherein it has allowed three financial upgradations after 10, 20 and 30 years of satisfactory service. This scheme is now applicable to all the employees i.e. for Category-A, B, C and D employees. The benefit available in this ACP scheme is the next higher grade pay in the hierarchy of grade pays with one increment @ 3% of pay in the pay band and grade pay.

State Government, while adopting the recommendations of 6th CPC for State Government employees has introduced similar ACP scheme in lieu of the erstwhile selection grades with effect from 01.09.2006. In the State Government's ACP scheme, the benefit is admissible on completion of 9, 18 and 27 years' service (to other than State Service Officers) and for State Service Officers it is sanctioned on completion of 10, 20 and 30 years of service.

The Committee has considered the demand in detail. It recognizes the fact that a major chunk of the employees of the State government have received the benefit of financial upgradation since 1992 owing to the grant of selection grades. The Committee is given to understand that this dispensation was unique to Rajasthan and not available elsewhere in any State or Central Government. It becomes obvious that the beneficiaries of this decision would carry their higher emoluments and pension to the regime of the sixth pay commission. Therefore a logical comparison with others would reveal that these employees are in no disadvantageous position in comparison to their brethren elsewhere.

It has been noted that as against 10, 20 and 30 years of satisfactory service, the State Government has allowed ACP benefits to its employees drawing grade pay upto Rs. 4200, on completion of 9, 18 and 27 years' of satisfactory service. This dispensation is better than the dispensation given to the Central government employees.

Therefore, the Committee is of the view that no change in the ACP scheme introduced by the State Government would be desirable.


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Chapter – II (v)
Date of Increment

1. **Representation From:-** Various Employees Unions/Associations.
2. **Demand:-** They have represented that:
1. The Central Government has a uniform date of increment for all employees i.e. 1st July, which is 6 months after the date of implementation of the 6th Pay Commission recommendations.
 2. The State Government has implemented revised pay scales 8 months later i.e., with effect from 1.9.06. State Government employees would get increment after 10 months of the date of implementation. Several employees would get increment after 18 months of revision of pay. Therefore, increment date should either be as per existing provisions or it may be 1st January and 1st July every day.
 3. Condition of completion of 6 months in the pay band for grant of increment on 1.7.07 should be withdrawn.
 4. Option may be given to the employees to choose the date of annual increment i.e. either 1st July or 1st January or the date of increment may be kept 1st January.
 5. Employees blocked at the maximum of the pay scale, as on 1.9.05 should be given one increment as on 1.9.06 (before or after fixation of pay in revised pay scale)
3. **Government of India Position:-**
1. 6th CPC has made following recommendations regarding date of increment:-
“In the revised scheme, the date of annual increments, in all cases, will be the first of July. Employees completing six months and above in the scale as on July 1st will be eligible. This is being recommended to alleviate a large number of anomalies that arise due to the present system of annual increment where the increments are given on the basis of the month of joining a particular post and which frequently leads to a senior drawing lesser salary than his/ her junior. This date will also give ample time for all inputs to be considered while deciding variable increments for individual employees discussed in the next para.”
 2. Accordingly provision in Central Civil Services (Revised Pay) Rules 2008 in this regard reads as :-
(i) Date of next increment in the revised pay structure - There will be uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July,2006 to 31st December,2006.
Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January,2006, Thereafter the provision of Rule 10 would apply.

4. **Government of Rajasthan**
Position:-

State Govt.

The provision regarding date of increment in RCS(Revised Pay) Rules 2008 read as follows :-

"Date of next increment in the running pay band - There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the running pay band as on 1st of July will be eligible to be granted the increment. The first increment after fixation of pay on 01.09.2006 or thereafter as per option in the running pay band will be granted to the employees, who have completed 6 months and above as on 01.07.2007.

Provided that in the case of persons who had been drawing maximum of the existing pay scale for more than a year as on the 1st day of September, 2006, the next increment in the running pay band shall be allowed on the 1st day of September, 2006. Thereafter, the provision of Rule 14 would apply."

5. **Status of grant of annual grade increment:-**

1. In Central Govt. : According to the provision made in the Central Civil Services(Revised Pay) Rules 2008 the period taken for next date of increment would be as follows :-

Date of Increment in Pre Revised Pay Scale	Next date of Increment in Revised Pay Scale	Period taken for Increment
2.1.2005	1.7.2006	17 months 29 days
5.2.2005	1.7.2006	16 months 23 days
7.3.2005	1.7.2006	15 months 24 days
9.4.2005	1.7.2006	14 months 21 days
12.5.2005	1.7.2006	13 months 19 days
30.6.2005	1.7.2006	12 months
1.7.2005	1.7.2006	12 months
2.8.2005	1.7.2006	10 months 29 days
5.9.2005	1.7.2006	9 months 25 days
15.10.2005	1.7.2006	8 months 16 days
25.11.2005	1.7.2006	7 months 5 days
31.12.2005	1.7.2006	6 months
1.1.2006	1.7.2006	6 months

In State Govt.: Revision of Pay Scales in the State is applicable with effect from 1.9.2006. According to the provision contained

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RCS(Revised Pay) Rules 2008 the period taken for next date of increment would be as follows :-

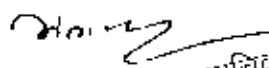
Date of Increment in Pre Revised Pay Scale	Date of Option in Revised Pay Scale	Next date of Increment in Revised Pay Scale	Period taken for Increment
2.9.2005	2.9.2006	1.7.2007	9 months 29 days
2.9.2005	1.9.2006	1.7.2007	21 months 29 days*
3.10.2005	3.10.2006	1.7.2007	8 months 28 days
3.10.2005	1.9.2006	1.7.2007	20 months 28 days*
7.11.2005	7.11.2006	1.7.2007	7 months 24 days
7.11.2005	1.9.2006	1.7.2007	19 months 24 days*
15.12.2005	15.12.2006	1.7.2007	6 months 16 days
15.12.2005	1.9.2006	1.7.2007	18 months 16 days*
2.1.2006	1.9.2006	1.7.2007	17 months 29 days
5.2.2006	1.9.2006	1.7.2007	16 months 23 days
7.3.2006	1.9.2006	1.7.2007	15 months 24 days
9.4.2006	1.9.2006	1.7.2007	14 months 21 days
12.5.2006	1.9.2006	1.7.2007	13 months 19 days
30.6.2006	1.9.2006	1.7.2007	12 months
1.7.2006	1.9.2006	1.7.2007	12 months
2.8.2006	1.9.2006	1.7.2007	10 months 29 days
5.9.2006	5.9.2006	1.7.2007	9 months 25 days
15.10.2006	15.10.2006	1.7.2007	8 months 16 days
25.11.2006	25.11.2006	1.7.2007	7 months 5 days
31.12.2006	31.12.2006	1.7.2007	6 months
1.1.2007	1.1.2007	1.7.2007	6 months

* The Employee should opt for RCS (Revised Pay) after availing the increment in pre-revised pay scales

It is evident from the above tables that due to uniform date of increment some employees shall get next increment in 6 months where as some others shall get the increment after 17 months and 29 days. But this situation is for one time only.

2. If date of increment is fixed 1st January every year the increment period would be as follows :-

Date of Increment in Pre Revised Pay Scale	Date of Option in Revised Pay Scale	Next date of Increment in Revised Pay Scale	Period taken for Increment
3.1.2006	1.9.2006	1.1.2008	23 months 29 Days
1.2.2006	1.9.2006	1.1.2008	23 months
1.3.2006	1.9.2006	1.1.2008	22 months
1.4.2006	1.9.2006	1.1.2008	21 months
1.5.2006	1.9.2006	1.1.2008	20 months
1.6.2006	1.9.2006	1.1.2008	19 months
1.7.2006	1.9.2006	1.1.2008	18 months
1.8.2006	1.9.2006	1.1.2008	17 months
1.9.2006	1.9.2006	1.1.2008	16 months
1.10.2006	1.10.2006	1.1.2008	15 months
1.11.2006	1.11.2006	1.1.2008	14 months
1.12.2006	1.12.2006	1.1.2008	13 months


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Because, of the condition that employee completing six months and above in the revised pay structure as on 1st January to be eligible to be granted increment. Because State Govt. has implemented Sixth Central Pay Commission Pay Scales with effect from 1.9.2006, the period from 1.9.2006 to 31.12.2006 is only four months. Therefore, if date of increment is kept 1st January, none will be eligible for next increment in revised pay band before 1.1.2008.

5. Views of the Committee:-

The employees have demanded for restoration of the earlier practice of grant of annual grade increment on completion of 1 year of service or allowing increment to be drawn either from 1st July or from 1st January every year (on employee's choice).

As reported by 6th CPC the earlier practice of grant of annual grade increment, at times, led to a senior employee drawing less salary than his/her junior employee. Also with 1st July being the date of grant of annual grade increment for all employees, the office finds ample time to collect all relevant record from field, if required, and sanction annual grade increment once a year. This has therefore, simplified the system of grant of annual grade increment.

In case of State Government employees, since the earlier pay revisions were made effective from 1st of September, the date of increment of good number of employees had become 1st September. All such employees have been benefited by the amended rule for grant of annual grade increment from 1st of July.

The process of revision of pay of State Government employees, consequent to issue of RCS (Revised Pay) Rules 2008, is almost complete. Employees have already been granted annual grade increments as per the new provision for the year 2007, 2008 and 2009. Any change in the provisions in respect of grant of annual grade increment now will lead to enormous work load. Therefore, the Committee recommends no change in the provision relating to grant of annual grade increment.



SECRETARY
STATE GOVERNMENT

Chapter – II (vi)
Pensionary Benefits.

1. **Representation from:-** Rajasthan Ministerial Services Association,
Rajasthan Rajya Karamchari Sangh (Yuva),
RAS Officers,
Akhil Rajasthan Rajya Karamchari Sanyukta Maha Sangh Jaipur/ Jodhpur,
Rajasthan Accounts Service Association.
Rajasthan Medical Teachers Association.
2. **Demand:-** They have represented that:
- (i) Central Government have amended the provision relating to admissibility of full pension (50% of last pay drawn). Now, full pension is admissible on completing 20 years of qualifying service instead of 33 years. The State Government however, has not accepted this decision.
 - (ii) That the maximum age limit for entry in Government Service is 35 years for general candidates, 40 years for reserved candidates and 45 years for women candidates. The retirement age is 60 years for all. Therefore, Government Servants of these categories may complete 15 to 25 years of services. They get proportionate pension benefits as per existing provision in rules. Hence, existing provision in rules of 33 years' qualifying service for grant of full pension should be amended and full pension should be given @50% of last pay at par with Central Government on completion of 20 years qualifying service.
 - (iii) That arrears of pay and pension for the period 01.09.2006 to 31.12.2006, not paid as per provision of RCS Revised Pay Rules, 2008 and the amendment made RCS Pension Rules, 1996. Also commutation of pension and gratuity to those Government employees who retired/died during the period 01.09.2006 to 31.12.2006 be allowed on revised pay.
 - (iv) Revise the amount of minimum pension/family pension from Rs.3025 to 3500, at par with Centre.

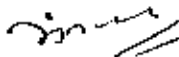
4. **Factual Position and views of the Committee:-**

(A) Eligibility period for grant of full Pension

Central Government's decision on the recommendations of the Sixth Central Pay Commission regarding revision of provision regulating pension/commutation of pension (Vide Office Memorandum dated, 2nd September, 2008) are as under:-

"Pension:

- 5.1: *A Government servant retiring in accordance with the provisions of the CCS (Pension) Rules, 1972 before completing qualifying service of ten years shall not be entitled to pension but he shall continue to be entitled to service gratuity in terms of Rule 49(1) of the CCS (Pension) Rules, 1972.*
- 5.2: *Linkage of full pension with 33 years of qualifying service shall be dispensed with. Once a Government servant has rendered the minimum qualifying service of twenty years, pension in those cases shall be paid at 50% of the emolument or average emoluments, whichever is more beneficial to the Government servant.*
- 5.3: *In cases where Government servant becomes entitled to pension on completion of 10 years of qualifying service in accordance with Rule 49(2) of the CCS (Pension) Rules, 1972, pension in those cases shall*


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also be paid at 50 % of the emoluments or average emoluments, whichever is more beneficial to the Government servant.

- 5.4: The revised provisions for calculation of pension in para 5.2 and para 5.3 above shall come into force with effect from the date of issue of this O.M. and shall be applicable to Government servants retiring on or after that date. The government servants who have retired on or after 1.1.2006 but before the date of issue of this O.M. will continue to be governed by the Rules/orders which were in force immediately before coming into effect of these orders.
- 5.5: The amount of pension shall be subject to a minimum of Rs.3500/- and maximum upto 50% of highest pay in the Government (The highest pay in the Govt. is Rs.90000 since 1.1.2006).
- 5.6: The provisions of clauses (a) to (c) of sub-rule (2) of Rule 49 of the Pension Rules shall stand modified to the extent mentioned in para 5.1 to para 5.5 above. The other provisions contained in Rule 49 shall continue to apply.
- 5.7: The quantum of pension available to the old pensioners shall be increased as follows:-


Age of Pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of basic pension
From 85 years to less than 90 years	30% of basic pension
From 90 years to less than 95 years	40% of basic pension
From 95 years to less than 100 years	50% of basic pension
100 years or more	100% of basic pension

The Pension Sanctioning Authorities should ensure that the date of birth and the age of a pensioner is invariably indicated in the pension payment order to facilitate payment of additional pension by the Pension Disbursing Authority as soon as it becomes due. The amount of additional pension will be shown distinctly in the pension payment order. For example, in case where a pensioner is more than 80 years of age and his pension Rs.10000 pm, the pension will be shown as (i) Basic pension=Rs.10000 and (ii) Additional pension-Rs.2000 pm. The pension on his attaining the age of 85 years will be shown as (i) Basic Pension=Rs.10000 and (ii) additional pension-Rs.3000 pm.

Commutation of Pension

9.2 The existing Table of Commutation Value for Pension Annexed to the CCS (Commutation of Pension) Rules, 1981 shall be substituted by a new Table at Annex I of this O.M.

9.3 The revised Table of Commutation Value for Pension will be used for all commutations of pension which become absolute after the date of issue of this O.M. In the case of those pensioners, in whose case commutation of pension became absolute on or after 1.1.2006 but before the issue of this O.M., the pre-revised Table of Commutation Value for Pension will be used for payment of commutation of pension based on pre-revised pay/pension. Such pensioners shall have an option to commute the amount of pension that has become additionally commutable on account of retrospective revision of pa/pension on implementation of the recommendation of the Sixth Central Pay Commission. On exercising such an option by the pensioner, the revised Table of Commutation


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Value for Pension will be used for the commutation of the additional amount of pension that has become commutation on account of retrospective revision of pay/pension. In all cases where the date of retirement/commutation of pension is on or after the date of issue of this O.M., the revised Table of Commutation Value for Pension will be used for commutation of entire pension.

9.4 Provisions of CCS (Commutation of Pension) Rules, 1981 shall stand modified in accordance with para 9.2 and 9.3 above.

(i) State Government grants full pension (@50% pension of last pay drawn) on completion of 33years of qualifying services.

(ii) Below existing rule 54 of RCS (Pension) Rules 1996 the following new rule 54A has been inserted granting increased rate of pension to the old pensioners of the State at par with Centre namely:-

"54A Amount of Additional Pension

<i>Age of Pensioner</i>	<i>Additional quantum of pension</i>
<i>From 80 years to less than 85 years</i>	<i>20% of basic pension</i>
<i>From 85 years to less than 90 years</i>	<i>30% of basic pension</i>
<i>From 90 years to less than 95 years</i>	<i>40% of basic pension</i>
<i>From 95 years to less than 100 years</i>	<i>50% of basic pension</i>
<i>100 years or more</i>	<i>100% of basic pension</i>

The Pension Sanctioning Authorities should ensure that the date of birth and the age of a pensioner is invariably indicated in the pension payment order to facilitate payment of additional pension by the Pension Disbursing Authority as soon as it becomes due. The amount of additional pension will be shown distinctly in the pension payment order. For example, in case where a pensioner is more than 80 years of age and his pension Rs.10000 pm, the pension will be shown as (i) Basic pension=Rs.10000 and (ii) Additional pension=Rs.2000 pm. The pension on his attaining the age of 85 years will be shown as (i) Basic Pension=Rs.10000 and (ii) additional pension-Rs.3000 pm".

(iii) The amount of pension shall be subject to minimum of Rs.3025 and maximum upto 50% of higher pay in the Government of qualifying service. The minimum pension, thus, is not at par with Centre.

Commutation of Pension

(iv) Below the existing rule 9 of the RCS (Pension) Rules, the following has been inserted Vide government order dated 12.9.2008 as Government of Rajasthan decision:

"The revised Table of Commutation Value for Pension will be used for all commutations of pension which become absolute after the date of issue of this notification. In the case of those pensioners, in whose case commutation of pension became absolute on or after 1.1.2007 but before the issue of this notification, the pre-revised Table of Commutation Value for Pension will be used for payment of commutation of pension based on pre-revised pay/pension. Such pensioners shall have an option to commute the amount of pension

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that has become additionally commutable on account of retrospective revision of pension on exercising such an option by the pensioner, the revised Table of Commutation Value for Pension will be used for the commutation of the additional amount of pension that has become commutable on account of retrospective revision of pension. In all cases where the date of retirement/commutation of pension is on or after the date of issue of this notification, the revised Table of Commutation Value for Pension will be used for commutation of entire pension”.

The Table of Commutation Values (for each Re.1 of pension) has been substituted by the table adopted by Central Government (as at 9.4 above).

The general conditions of State Government employees are regulated as per Rajasthan Service Rules and RCS (Pension) Rules. Likewise service conditions of Central Government employees are governed by the rules framed by Central Government for this purpose. The two set of rules meant for Central Government employees and State Government employees are not a replica of each other. In the rules relating to grant of pensionary benefits for the employees of Central Government and the State Government vary in a number of matters such as:-

Subject	Essence of the provision in Central Government	Essence of the provision in State Government
Emoluments for grant of pension	Prior to 6 th CPC recommendations, the average of last 10 months pay drawn	Last pay drawn
Period for payment of family pension at enhanced rate	It is for 10 years from the date of death of the employee or notional age of 67 years of the deceased employee	It is for 7 years from the date of death of the employee or notional age of 65 years of the deceased employee
Grant of family pension to dependent divorced daughter	For whole life	Upto the age of 25 years
Extent of commutation of pension	Upto 40% of the pension	Upto 1/3 rd of the pension.
Period for restoration of commuted part of pension	15 years	14 years

There may be many more such differences in the provisions relating to regulation of service conditions of Central Government and State Government employees.

After careful consideration of all the facts and circumstances, the Committee recommends that it may not be appropriate to adopt the provisions in Central Government rules for State Government employees.

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 Director
 Pension Department
 Government of Rajasthan

However, in view of the provisions allowing belated entry to certain categories of candidates in government service, the existing provisions relating to grant of full pension @ 50% of last pay drawn on completion of 33 years qualifying service are recommended to be scaled down to 28 years service for allowing full pension @ 50% of last pay drawn.

(B) Payment of arrears of pay/pension/ commutation of pension/ gratuity to those who retired during 01.09.2006 to 31.12.2006

Various employee unions have demanded payment of arrears of pay/pension for the period 01.09.2006 to 31.12.2006 and have also demanded that those employees who retired/died during the period 01.09.2006 to 31.12.2006, we allowed payment of gratuity and commutation of pension on the revised pay.

The 2 Notification dated 12.09.2008 issued by Finance Department promulgating RCS revised pay 2008 and making amendments in the RCS pension rules, 1996 contained provision of non approval arrears of pay, pension and payment of gratuity and commutation of pension on pre-revised pay, which reads as under :-

"Para 26 - Non accrual arrears:- Notwithstanding anything contained in these rules, no arrear of pay and allowances thereon, on any account, shall accrue to a Government servant, whether existing or appointed between 01.09.2006 to 31.12.2006 (both days inclusive), for the period upto 31.12.2006."

"Non accrual of arrears:- The State Government has revised the pay scales of Government servants with effect from 01.09.2006 with the conditions that no arrears would accrue for the period from 01.09.2006 to 31.12.2006. Accordingly on the same lines in respect of Government servants retired / died while in service during the period 01.09.2006 to 31.12.2006, no arrear of pension shall accrue upto 31.12.2006. Pension / Family Pension calculated on pre-revised pay shall only be payable upto 31.12.2006 and the pension / family pension on revised notional pay and as per the above mentioned amendments shall be payable with effect from 01.01.2007. The Commutation and Gratuity to these Government servants shall not be admissible on the revised notional pay and the amount of Commutation / Gratuity already paid / payable on the pre-revised pay shall be treated as final."

It is relevant that Rajasthan Civil Services (Revised Pay) Rules, 1998, issues subsequent to 5th CPC recommendations, were also made effective from 01.09.1996 with similar condition regarding non-accrual of arrears of pay / pension and payment of gratuity and commutation of pension on pre-revised pay to those who retired / died during the period 01.09.1996 to 31.12.1996

Aggrieved with the this dispensation, certain Government employees/pensioner agitated the issues before the Hon'ble High Court seeking declaration of the above provision in those rules as arbitrary and capricious. The court in its judgement dated August 26, 2002 held that there was no merit in the writ petition and therefore were dismissed.

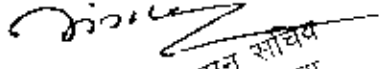
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In view of the above facts and circumstances, the Committee finds no justification for interfering with the continuous decision of the State Government.

(C) Enhancing the limit of minimum pension/family pension at par the Central Government

The demand was examined by the Committee. In view the 6th CPC recommendations that there would be no recruitment in pay band IS, and all recruitments shall be not less than in pay band-1, where minimum of the pay band and lowest grade pay totals to Rs.7000 therefore, the minimum pension has been pegged at Rs.3500. As against this, the minimum pay in the running payband IS, i.e. 4750 and lowest grade pay Rs.1300 totals to Rs.6050 the 50% of which works out to Rs.3025.

In view of the decision of the State Government not to stop recruitment in the pay band IS, there is no justification to change the amount of minimum pension i.e. Rs.3025.


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Chapter – II (vii)

OTHER ALLOWANCES

(a) Compensatory (City) Allowance (CCA)

1. Representation

From:-

i). Akhil Rajasthan Rajya Karmchhari Sanyukta Maha Sangh Jaipur.

ii). Rajasthan Ministerial Services.

iii). Various Unions of Education Department.

2. Demand:-

i). CCA Should be doubled as per declaration.

ii). Central Government has sanctioned Transport Allowance at enhanced rates, whereas State Government has sanctioned CCA at higher rates in the four Cities i.e. Jaipur, Kota, Jodhpur and Bikaner upto Rs.480/- p.m.

3. Position In Central Government:-

Compensatory (City) Allowance was recommended to be merged with Transport Allowance by 6th CPC and Central Government accepted it. Therefore, now it is not admissible. Earlier, CCA rates for Jaipur and other Cities in Rajasthan were identical.

4. Position in State Government:-

i). As per RCS (Revised Pay) Rules 1998 the rates of CCA payable to State government employees with effect from 1.1.98 were as follows:

Basic Pay Rs.	Rates of Compensatory City Allowance	
	at Jaipur (Rs.)	at Ajmer, Bikaner, Jodhpur and Kota (Rs.)
Upto 3000	65	25
3001-4499	95	35
4500-5999	150	65
Above 6000	240	120

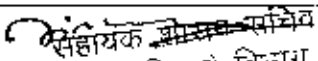
ii). Vide Government order No F 6(3) FD/Rules 2004 Dt. 24/5/2004. Dearness Allowance equal to 50% of the existing basic pay was merged with the pay and shown as Dearness Pay from 1-7-04, which is counted for HRA, CCA, retirement benefits. Therefore, Category I (upto 3000) became meaningless/ ineffective.

iii). Prior to 01-7-04, employees drawing basic pay upto Rs.3000 were allowed Compensatory (City) Allowance @ Rs.65 at Jaipur, and @ Rs.25 posted at Ajmer, Bikaner, Jodhpur and Kota. Prior to 1.7.04 employees in this category were in receipt of Compensatory (City) Allowance @ Rs.95/- at Jaipur and Rs.35/-per month at Ajmer, Bikaner, Jodhpur and Kota.

iv). At the time of issue of order relating to introduction of revision pay rules subsequent to implementation 4th Pay Commission recommendation by Central Government, State Government announced (on dated 11/9/08) that Compensatory (City) Allowance rates would stand doubled.

v). In RCS (Revised Pay) Rulers 2008, the new rates of Compensatory (City) Allowance applicable with effect from 1.9.08, are as follow:

Basic Pay (i.e. Running Pay in pay Band and Grade Pay) (Rs.)	Rates of Compensatory (City) Allowance	
	at Jaipur (Rs.)	at Ajmer, Bikaner, Jodhpur and Kota (Rs.)
Upto 7000	130	50
7000-10,000	190	70
10,000-13000	300	130
Above 13000	480	240


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vi). As can be seen, rates of Compensatory (City) Allowance for an employee drawing basic pay upto 7000 (pay in running pay band + Grade pay) were 137% from (Rs.95 to Rs.130) in Jaipur and 130% (Rs.35 to Rs.50) at Ajmer, Bikaner, Jodhpur and Kota compared to existing rates of Compensatory (City) Allowance in force. Increase in the rates of Compensatory (City) Allowance for other categories of employees was 100% (i.e. the new rates came to be 200% of existing rates).

5. View of the Committee:-

Prior to RCS (Revised Pay) Rules 2008. The Compensatory (City) Allowance was paid to employees on the basis of the following slabs with effect from 1.7.2004:-

Basic Pay and Dearness Pay	Amount of CCA	
	Jaipur	Jodhpur, Kota, Bikaner and Ajmer
1. Upto Rs.3000	65	25
2. Rs.3001 to Rs.4499	95	35
3. Rs.4500 to Rs.5999	150	65
4. Rs.6000 and above	240	120

Now in the RCS (Revised Pay) Rules 2008, the Compensatory (City) Allowance slabs fixed are as follows:-

Basic Pay i.e. Total of Pay in Running Pay Band and Grade Pay	Amount of CCA	
	Jaipur	Jodhpur, Kota, Ajmer and Bikaner
1. Upto Rs.7000	130	50
2. Above Rs.7000 but upto Rs.10000	190	70
3. Above Rs.10000 but upto Rs.13000	300	130
4. Above Rs.13000	480	240

The first slab of CCA which was effective from 1.7.2004 because minimum of the lowest pay scale was Rs.2550 and with Rs.1275 Dearness Pay clubbed with this Basic Pay. The total of pay plus Dearness Pay totaled Rs.3825, which is more than Rs.3000.

Therefore, the decision of doubling the existing rate of Compensatory (City) Allowance, should be implemented as per chart below:-

Basic Pay i.e. Pay in Running Pay Band + Grade Pay	Amount of CCA	
	Jaipur	Jodhpur, Kota, Ajmer and Bikaner
1. Upto Rs.7000	190	70
2. Upto Rs.9000	300	130
3. Above Rs.9000	480	240

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(b) Transport Allowance

1. **Representation From:-** Number of Union/ Association from Agriculture, Animal Husbandry, Ayurved, Education, Engineering Departments, Finance Department, Medical and Health Department, Settlement, Revenue and Others Departments.
2. **Demand :-** Transport Allowance may be given to State Government employees similar to the Central Government employees.
3. **Government of India Position:-** (i) As per 5th Pay Commission recommendations, Centre Government employees were entitled to Transport Allowance at the following rates:-

Employees drawing pay in the Scale of (Rs.)	Rate of Transport Allowance per month	
	A-1/A Class City (Rs.)	Other Places
8000-13500 and above	800	400
6500-6900 and above but below 8000-13500	400	200
Below the scale of 6500-6900	100	75

- (ii) 6th CPC has recommended following rates for Transport Allowance:-

Employees drawing grade pay	Rate of Transport Allowance per month	
	A-1/A Class City	Other Places
Rs.5400 and above and posts in the apex scale and Cabinet Secy./ equivalent	Rs.3200+ DA thereon	Rs.1600+DA thereon
Rs.4200 to 4800	Rs.1600+ DA thereon	Rs.800+ DA thereon
Below Rs.4200	Rs.400+ DA thereon	Rs.300+ DA thereon

- (iii) Government of India has sanctioned Transport Allowance as under :

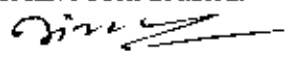
Employee drawing grade pay	Rate of Transport Allowance per month	
	In 13 cities classified as A-1/A earlier(*)	Other places
(i) Rs.5400 and above	Rs.3200+ DA thereon	Rs.1600+ DA thereon
(ii) Rs.4200, Rs.4600 and Rs.4800 (iii) below Rs.4200 but drawing pay in the pay band equal to Rs.7440 and above (**)	Rs.1600+ DA thereon	Rs.800+ DA thereon
(iv) below Rs.4200 and pay in the pay band below Rs.7440	Rs.600+ DA thereon	Rs.400+ DA thereon

(*)Hyderabad, Delhi, Bangalore, Greater Mumbai, Chennai, Kolkata, Ahemadabad, Surat, Nagpur, Pune, Jaipur, Lucknow and Kanpur.

In 5th Pay commission rules Govt. of India allowed CCA also. But 6th CPC has recommended abolition of CCA with increased rates of Transport Allowance. The recommendation has been accepted by Govt. of India.

(**) In old pay scale Rs.4000-6000 and above.

4. **Government of Rajasthan Position:-** (i) In Rajasthan Transport Allowance is not payable in 5th and 6th Pay Commission rules.
(ii) CCA rates payable at Jaipur, Jodhpur, Kota, Ajmer and Bikaner have been doubled.

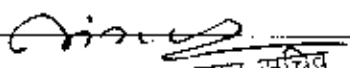

Secretary, Government of Rajasthan
Jaipur

(c) Children Education Allowance (ii) Hostel Allowance

Central Government	Prevailing rates in State Government w.e.f.
(a) Revised from Rs.100/- per month per child to Rs.1000/- pm per child (upto 2 Children) upto Twelfth Standard	Not admissible
(b) Revised from Rs.300/- per month per child (for max 3 children's) to Rs.3000/- pm per child (upto 2 Children's) Upto Twelfth Standard	Not admissible
Notes:- (i) Both Hostel Subsidy and Children Education Allowance cannot be availed concurrently. (ii) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.	

(d) Mess Allowance

Central Government	Prevailing rates in State Government w.e.f.	Earlier Status
Not admissible, as such. However, in Centre there are (i) Nursing Allowance (for Nurses) @Rs.3200/- per month, which was Rs.1600/- per month in 5 th Pay Commission. (ii) Ration Money Allowance to the CPMF personnel at par with that available to the defense forces. Ration Money Allowance continues to be paid to only those categories of CPMFs personnel which are presently in receipt of this allowance.	Nursing Staff posted at public health or family planning wing, Public Health Nurse and Distt. Public Health Nurse, Nursing Supdt. I and II, Nursing Tutor, Nurse I and II are paid @Rs.300 per month with effect from 1.7.98 ANM and LHV are paid Mess allowance @Rs.105 per month from 1.7.98 Prevailing rates of Mess Allowance @Rs.775 per month w.e.f.1.9.09 (i) To Police Personnel posted at Police lines and Police Training Centre, (ii) To HC and CONSTABLE posted at Police Station, outpost, CIDCB/SB, Traffic, GRP, MOB, Finger Print FSL, RPA, State Wireless, PHQ, ACD and in the office of CI and CO, (iii) To HC and Constable posted at Distt. Police lines, Training School, MBC'S Armed and Civil and ACD, (iv) To HC and Constable of RAC, and Home Guards, Border Home Guards, Urban and Rural Home Guards. (v) To Head warder and Warder in Jail Department (Who are members of Mess) To Jamadar and Sepoy, in State Excise Department, who are member of mess, are paid this allowance @Rs.350 per month from 19.4.99	Police Personnel posted at Police lines and police training centre, to HC and CONSTABLE Posted at Police Station, outpost, CIDCB/SB, Traffic, GRP, MOB, Finger Print FSL, RPA, State Wireless, PHQ, ACD and in the office of CI and CO, To HC and Constable Posted at Distt. Police lines, Training School, MBC'S Armed, Civil, ACD and RAC were paid this allowance @Rs.725/- per month To Urban and Rural Home Guards, to Jail Deptts. Head warder and Warder (Who are members of Mess) were paid this allowance @Rs.725/- per month upto 31.8.09.


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(e) LTC Benefits

Central Government	Prevailing rates in State Government w.e.f.
Central Government employees have been allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on fourth occasion.	Not admissible

(f) Washing Allowance

Central Government	Prevailing rates in State Government w.e.f.
Rate of Washing Allowance was revised from Rs.30/- per month to Rs.60/-pm for Group "C" and "D" Category employees.	Rs.10 per month to all those who are allowed liveries as per order dated 17.9.94

(g) Cycle Maintenance Allowance


Central Government	Prevailing rates in State Government
Revised from Rs.30/- per month to Rs.60/- per month subject to the provision of SR. 25 and order issued there under.	To designated Cycle Sawar in the office, who own Cycle Rs.50/- pm and Rs.5/- pm, if cycle is provided by the Government. (order dated 20.12.94)

(h) Machine Allowance

Central Government	Prevailing rates in State Government
Machine Allowance is payable at the rate of Rs.100 per month to the staff working on Multi-purpose counter machine in post offices. Should henceforth be withdrawn in 6 th Pay Commission.	Any one member of Class IV/ Ministerial/ Subordinate Service for operating Photostat Machine/ Scanning Machine in addition to duty of his own post. @Rs.25/- p.m.

(i) Cash Handling Allowance

Central Government	Prevailing rates in State Government			
Cash Handling Allowance paid at varying rates from Rs.75 to Rs.300 per month to LDC/ UDC/ Assistant appointed to perform the duty of Cashier. Group "D" staff assisting Cashier in depositing and bringing cash from bank is paid special allowance at the rate of Rs.30 per month. Rates of Cash handling allowance allowed by 5 th Pay Commission has been doubled by 6 th Pay Commission.	2.	This allowance is payable at following rates to Government servants for handling Cash/ Stores on furnishing cash security or Fidelity bond from Insurance Company as under:- (a) For Cashier-	Special Pay	
		Amount of average monthly cash handled during the preceding year	Amount of Security	
		(i) Upto Rs.75,000	20,000	50
		(ii) Over Rs.75,000 and upto Rs.2 lacs	25,000	75
		(iii) Over Rs.2 lacs and upto Rs.5 lacs	35,000	100
		(iv) Over Rs.5 lacs	50,000	125
	(b) For Store- Keeper-			
	Who handles Stores of average monthly value of not less than 75,000/-. The average monthly value of Stores is to be reckoned as per book value during the preceding year.	20,000	50	


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(j) Conveyance Allowance to Blind and Orthopaedically Handicapped Government Servants

Central Government	Prevailing rates in State Government
Physically disabled employees to continue drawing this Allowance at double the normal rates. However, Transport Allowance in the case of Physically disabled employees shall, in no case, be less than Rs.1000 per month + the applicable rate of Dearness Allowance.	Consequent upon promulgation of the Rajasthan Civil Services (Revised Pay) Rules, 2008, in para 1 of the Finance Department Order No. F.10(4) FD (Gr.2)/76 dated 13.03.1984 as amended vide order dated 18.08.1989 and 02.05.1998, the existing words and figures "@ 5% of their pay not exceeding Rs.200/- per month" shall be substituted by the words and figures "@3% of their basic pay not exceeding Rs.300/- per month."

(k) Special Compensatory (Hill Area) Allowance, Tribal Area Allowance/ Project Allowance.

Status in Government of India:- The 6th CPC has recommended Special Compensatory (Hill Area), Tribal Area, Project Allowance as follow:-

Category	Tribal Area Allowance	*Special Compensatory (Hill Area) Allowance	Project Allowance
For the post in the grade pay of Rs.5400 and above	Rs.400 P.M.	Rs.600 P.M.	Rs.1500 P.M.
For other posts	Rs.240 P.M.	Rs.480 P.M.	Rs.1000 P.M.

- (i) Government of India have accepted the recommendations of CPC regarding Special Compensatory (Hill Area) Allowance, Tribal Area Allowance and Project Allowance.
- (ii) Earlier, under the recommendations of 5th CPC, status of these allowance in Central Government was as under :-

	Tribal Area Allowance	*Special Compensatory (Hill Area) Allowance	Project Allowance
Rates	Rs.40 to Rs.200	Rs.40 to Rs.300	Rs.150 to Rs.750

* Hill Area Allowance it was granted to Central Government employees posted at hill stations located at an altitude of 1000 meters or more above sea level.

Status in Government of Rajasthan:-

- (i) In Rajasthan, no Tribal Area Allowance and Special Compensatory (Hill Area) Allowance was/ is payable either in 5th or 6th Pay Commission rules to its employees.
- (ii) State Government has decided to discontinue the **Project Allowance, Project Compensatory Allowance and Camel Allowance** with effect from 1.9.2008

(l) Child Care Leave

1. **Government of India Position:-** As per recommendations of 6th Central Pay Commission, Government of India have taken decision for Women employees having minor children may be granted Child Care Leave by an authority competent to grant leave, for a maximum period of two years (i.e. 730 days) during their entire service for taking care of upto two surviving children, whether for rearing of, or to look after any of their needs like examination, sickness etc.

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Child Care Leave shall not be admissible if the child is eighteen years of age or older. During the period of such leave, the women employees shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. It may be availed of in more than one spell. Child Care Leave shall not be debited against the leave account. Child Care Leave may also be allowed for the third year as leave not due (without production of medical Certificate). It may be combined with leave of the kind due and admissible.

Central Government has also issued following clarification regarding sanction of CCL

- i) CCL cannot be demanded as a matter of right. Under no circumstances can any employee proceed on CCL without prior proper approval of the leave by the leave sanctioning authority.
- ii) The leave is to be treated like the Earned Leave and sanctioned as such.
- iii) Consequently, Saturdays, Sundays, Gazetted holidays etc. falling during the period of leave would also count for CCL, as in the case of Earned leave.
- iv) CCL can be availed only if the employee concerned has no Earned Leave at her credit.

2. Government of Rajasthan Position:-

Not Admissible

(m) Liveries

Central Government

1. For Nurses Govt. @ of India have sanctioned Uniform Allowance at the rate of Rs.500per month
2. For Drivers, Peon, Lady Peon and Jamadars amount for liveries is not fixed, Actual Amount is Paid according to items fixed for liveries

Prevailing rates in State Government with effect from 4.1.94

Govt. of Rajasthan has fixed ceiling for Liveries to various category of employees as under with effect from 4.1.94:-

1. Nursing Staff (Male/ Female)	Rs.948 per year
2. Driver posted in Motor Garage and distt. Pool	Rs.667 per year
3. In other departments Driver, Jamadar and Peon	Rs.543 per year
4. Lady Peon	Rs.762 per year
5. Jamadar in other departments	Rs.658 per year
6. Jamadar posted in Secretariat	Rs.994 per year

View of the Committee in respect of allowances other than CCA :-

With reference to the demand for various allowances at par with employees of Central Government like Transport Allowance, Children Education Allowance, Hostel Allowance, Special Compensatory (Hill area) Allowance, Tribal Area Allowance, Leave Travel Concession (LTC) and Child Care Leave, the Committee studied the allowances admissible to Central Government employees. The State government employees are granted encashment of earned leave (PL) for 15 days every year. They are entitled to greater number of gazetted holidays and Compensatory (City) Allowance (CCA) compared to their counter parts in the Central Government. The structure of the Central Government does not spread downwards to the village level and the functions performed by them are also not the same therefore, on the basis of these structural and functional considerations, Central Government employees are vastly different than those of the State Government employees.

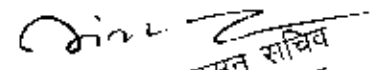
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The Committee does not find an absolute parallel between the two wings of governance. Naturally the allowances admissible to both of them would be different. On the ground stated above it would be unfair to compare the allowances granted to different tiers of governance. As allowances are based on local conditions there is no justification to adopt the Central pattern in toto. Therefore, the Committee is not inclined to recommend the grant of the above new allowances to the State Government employees.

As regards the demand for revision in the rates of allowances admissible to State Government employees such as Mess Allowance, Washing Allowance, Cycle Maintenance Allowance, Machine Allowance, Cash/Store Handling Allowance, the Committee is of the view that admissibility of these allowances need to be reviewed. With instruction of the Government, cash handling in the Government offices has minimized. Therefore, the need for Cash Handling Allowance has become questionable. Therefore, the Committee is not inclined to recommend any change in the rates of these allowances. As regards the demand for revision of Conveyance Allowance to blind and orthopaedically handicapped Government servants, the Committee is not inclined to revise the rates of this allowance further as the same has been revised recently in RCS (Revised Pay) Rules 2008.

Lastly, the demand for revision in the rates of Liveries Allowance, i.e., revision of the monetary ceilings fixed for making available Liveries to the employees who are entitled for, was examined in detail. It is true that the monetary ceilings were last revised in 1994. Since then, the prices have gone up. Needless to add that most of the employees do not wear the Liveries prescribed, barring nurses and few other cadres. The entitlements for Liveries for various category of employees also needs review with the changing society. Therefore, the Government in GAD is advised to review the entitlements of liveries. Safari Suit, winter clothing once in 2 years, which is expensive, and some other specific dress code seems outdated. There is need to re-write the rules and prescribe more user friendly material. Simultaneously necessary instructions have to be issued to ensure that the employees wear the liveries regularly during office.

Subject to these suggestions above, the Committee recommends revision of monetary ceilings to be Rs.1000 minimum per annum per employee. The monetary ceiling for nursing staff is recommended to be Rs.1500 per annum per employee. For other categories of employees, the monetary ceilings may be fixed after review of the entitlements of liveries. GAD may undertake the review, issue necessary instructions to ensure that employees wear the uniform, as quickly as possible, so that the monetary ceilings may be announced before Diwali, 2010.


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