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Annex-III

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature: _____
Name: _____
Designation: _____

Date: _____
Station: _____

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5. The list of cities/towns classified as 'X', 'Y' and 'Z' for the purpose of grant of House Rent Allowance is enclosed as Annexure to these orders.
6. The following orders have been issued by this Ministry in the past for grant of HRA/CCA at higher rates to the Central Government employees posted within the municipal area:-
- (i) O.M. No.2(4)-E.II(B)/65 dt. 05.11.74 (HRA/CCA at Delhi rates in Faridabad Complex)
 - (ii) O.M. No.11023/9/E.II(B)/78 dt. 26.05.79 (HRA/CCA at Delhi rates in Ghaziabad municipal area).
 - (iii) O.M. No.21011/20/89-E.II(B)-Vol.II dt. 31.01.90 (HRA/CCA at Delhi rates in NOIDA).
 - (iv) O.M. No.11013/2/81-E.II(B) dt. 03.08.82 (HRA at Mumbai rates in Navi Mumbai).
 - (v) O.M. No.11013/1/87-E.II(B) dt. 12.10.87 (HRA/CCA at Jalandhar rates in Jalandhar Cantt.).
 - (vi) O.M. No.11023/1/86-E.II(B) dt. 09.12.86 (HRA/CCA at Delhi rates in Gurgaon).
 - (vii) O.M. No.11018/6/87-E.II(B) dt. 29.12.88 (CCA at 'B-2' class rates in Jamnagar).
 - (viii) O.M. No.11018/2/83-E.II(B) dt. 14.11.86 (HRA at 'C' class in Mahe).
 - (ix) O.M. No.2(13)-E.II(B)/74-Vol.II dt. 16.04.92 (HRA at 'C' class rates in Goa and UT of Daman & Diu).
 - (x) O.M. No.2(27)-E.II(B)/65 dt. 09.08.65 (HRA at 'C' class rates in Coonoor).
 - (xi) O.M. No.2(54)-E.II(B)/73 dt. 29.08.79 and
O.M. No.11016/2/81-E.II(B) dt. 30.04.81 (CCA in cities mentioned in these orders on the basis of costliness).
 - (xii) O.M. No.11014/1/E.II(B)/84 dt. 05.02.90 (HRA at 'A', 'B-1' & 'B-2' class rates in Shillong).
 - (xiii) O.M. No.11021/1/77-E.II(B) dt. 06.04.78 (HRA at 'C' class rates in hill stations).
 - (xiv) O.M. No.2(10)/91-E.II(B) dt. 05.02.98 (HRA at 'B-2' class rates in Jammu).
 - (xv) O.M. No.2(30)/97-E.II(B) dt. 18.05.98 (classification of Kolkata and Chennai as 'A-1' class cities).
 - (xvi) O.M. No.2(3)/E.II(B)/04 dt. 01.03.04 (HRA at 'B-1' class rates in Goa and Port Blair and at 'C' class rates in the rural areas of A&N and Lakshadweep Islands).
- However, due to (i) inclusion of Navi Mumbai within the UA of Greater Mumbai as per 2001 census, (ii) placement of existing 'C' class cities/towns as well as Unclassified places under new category "Z", (iii) abolition of CCA and (iv) upgradation of Jammu, Kolkata & Chennai on account of inclusion of UA, the special dispensation shall continue to be extended only to the following cities:-
- (i) Faridabad, Ghaziabad, NOIDA and Gurgaon at "X" class city rates.
 - (ii) Jalandhar Cantt., Shillong, Goa & Port Blair at "Y" class city rates.
7. All other conditions governing grant of HRA under existing orders shall continue to apply.
8. Special Compensatory Allowance @ 2.5% of basic pay admissible w.e.f. 01.08.97 to Group 'C', 'D' and Group 'B' non-gazetted employees whose pay scales correspond to or are lower than the pay scales of Group 'C' employees posted at Gandhinagar as per this Ministry's O.M. No.2(64)/97-E.II(B) dated 04.07.2001, also stands **ABOLISHED**.
9. **These orders shall be effective from September 1, 2008.**
10. The orders will apply to all civilian employees of the Central Government. The orders will also be applicable to the civilian employees paid from the Defence Services Estimates. In respect of Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry

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Annex VI

No. 2(13)/2008-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 29th August, 2008.

OFFICE MEMORANDUM

Subject:- Decision of the Government on the recommendations of the Sixth Central Pay Commission relating to grant of House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA).

The undersigned is directed to say that, consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that, in modification of this Ministry's O.M. No.2(37)-E.II(B)/64 dated 27.11.1965 as amended from time to time, O.M. No.2(30)/97-E.II(B) dated 03.10.1997 and O.M.No.2(21)/E.II(B)/2004 dated 18.11.2004, the admissibility of these allowances shall be as under:-

(i) COMPENSATORY (CITY) ALLOWANCE:

The Compensatory (City) Allowance (CCA) stands **ABOLISHED**.

(ii) HOUSE RENT ALLOWANCE:

2. Based on the recommendations of the Sixth Central Pay Commission, the earlier classification of cities has been revised viz. A-1 to "X"; A, B-1 & B-2 to "Y" and C & Unclassified to "Z". In determining the revised classification, the population of Urban Agglomeration area of the city has been taken into consideration. Accordingly, the rates of House Rent Allowance shall be as under:-

Classification of Cities/Towns	Rate of House Rent Allowance as a percentage of (Basic pay + NPA where applicable)
X	30 %
Y	20 %
Z	10 %

3. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

4. In respect of those employees who opt to retain their pre-revised scales of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scales, Stagnation Increment(s), Dearness Pay and Non-Practising Allowance as per orders in force on 1.1.2006.

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THE GAZETTE OF INDIA: EXTRAORDINARY

[PART I—Sec. I]

15	15 वर्ष के बराबर अथवा इससे अधिक किन्तु 20 वर्ष से कम की अर्हक सेवा पूरी करने पर स्वेच्छिक सेवानिवृत्ति चाहने वाले केन्द्र सरकार के सभी सरकारी कर्मचारियों को एक बार, एकमुश्त, 80 माह के अन्तिम आहरित वेतन अथवा औसत वेतन के बराबर सेवानिवृत्ति के लाभ, इनमें से जो भी सेवानिवृत्त होने वाले कर्मचारी के लिए अधिक लाभप्रद है दिए जाएं तथा इसमें सेवा उपदान और मृत्यु-सह-सेवानिवृत्ति उपदान जैसे लाभ, जो सम्मिलित रूप में होंगे, शामिल होंगे।	स्वीकार नहीं की गई
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(6.2.10)

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(Department of Pension and Pensioners' Welfare)

RESOLUTION

New Delhi, the 29th August, 2008

- No. 38/37/08-P&PW (A).— The terms of reference of the Sixth Central Pay Commission as contained in the Ministry of Finance (Department of Expenditure) Resolution No.5/2/2006-E.III(A) dated 5.10.2006, as amended from time to time, inter-alia included: "to examine the principles which should govern the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits having financial implications to the present and former Central Government employees appointed before January 1, 2004". The Commission submitted its Report to the Government on the 24th March, 2008. Government have considered the recommendations of the Commission on pensionary benefits to Central Government Civil employees, including employees of the Union Territories and Members of the All India Services, contained in Chapters 4, 5 and 6 of the Report of the Commission and have decided that the recommendations shall be broadly accepted subject to certain modifications.
- The revised pension structure will be effective from 1st January, 2006. 40% of the arrears of pension will be paid in cash in the year 2008-09 and the remaining 60% in the year 2009-10.
- Detailed recommendations of the Commission and the decisions taken thereon by the Government are listed in the statement annexed to this Resolution. The recommendations made by the Commission, which are not included in the Annexure are being examined by the Government and decisions thereon will be taken as early as possible.
- Government of India wish to express their deep appreciation of the work done by the Commission in dealing with the various complicated issues involved and presenting a valuable Report.

RAJNI RAZDAN, Secy. (Pension & Pensioners' Welfare and AR & PG)

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Amr. V.

21(2)/2008-E-II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 29th August, 2008

OFFICE MEMORANDUM

Subject: Grant of Transport Allowance to Central Government employees.

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that in modification of this Ministry's O.M. No. 21(1)/97-EII (B) dated 3.10.1997, the Central Government employees shall be entitled to Transport Allowance at the following rates:-

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

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

2 The grant of transport allowance shall be subject to the following conditions:-

- (i) The blind or orthopaedically handicapped employees in terms of this Ministry's orders vide OM No 21(1)/97-E-II(B) dated 3.10.1997 shall continue to draw this allowance at double the normal rates, which shall, in no case, be less than Rs. 1,000/- per month plus the applicable rate of dearness allowance. The other conditions of O.M. No. 19029/1/78-E-IV(B) dated 31.8.78, related to grant of conveyance allowance to blind and orthopaedically handicapped Central Government employees shall remain unchanged.
- (ii) The allowance shall not be admissible to those employees who have been provided with the facility of Government transport.
- (iii) The condition contained in para 3(ii) of O.M. No. 21(1)/97 E-II(B) dated 3.10.1997 by which the grant of Transport Allowance to employees provided with official accommodation within one kilometer of office or within a campus housing the place of work and residence was disallowed, has been withdrawn.
- (iv) In respect of those employees who opt to retain their pre-revised scales of pay, the corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on 1.1.2006 as indicated in CCS(Revised Pay) Rules, 2008 would determine the allowance under these orders.

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Statement showing the recommendations of the Sixth Central Pay Commission relating to principles which should govern the structure of pension and other terminal benefits - contained in Chapter 4, 5 and 6 of the Report and decisions of Government thereon.

S. No	Recommendation	Decision of Government												
1	<p>Older pensioners require a better deal because their needs, especially those relating to health, increase with age. Quantum of pension available to the old pensioners should be increased as follows:-</p> <table border="1" data-bbox="1518 203 1760 755"> <thead> <tr> <th>On attaining age of</th> <th>Additional quantum of pension</th> </tr> </thead> <tbody> <tr> <td>80 years</td> <td>20% of basic pension</td> </tr> <tr> <td>85 years</td> <td>30% of basic pension</td> </tr> <tr> <td>90 years</td> <td>40% of basic pension</td> </tr> <tr> <td>95 years</td> <td>50% of basic pension</td> </tr> <tr> <td>100 years</td> <td>100% of basic pension</td> </tr> </tbody> </table>	On attaining age of	Additional quantum of pension	80 years	20% of basic pension	85 years	30% of basic pension	90 years	40% of basic pension	95 years	50% of basic pension	100 years	100% of basic pension	Accepted
On attaining age of	Additional quantum of pension													
80 years	20% of basic pension													
85 years	30% of basic pension													
90 years	40% of basic pension													
95 years	50% of basic pension													
100 years	100% of basic pension													
2	<p>Linkage of full pension with 33 years of qualifying service should be dispensed with. Once an employee renders the minimum pensionable service of 20 years, pension should be paid at 50% of the average emoluments received during the past 10 months or the pay last drawn, whichever is more beneficial to the retiring employee. Simultaneously, the extant benefit of adding years of qualifying service for purposes of computing pension/related benefits should be withdrawn as it would no longer be relevant. (5.1.33)</p>	Accepted.												
3	<p>The recommendation regarding payment of full pension on completion of 20 years of qualifying service will take effect only prospectively for all Government employees other than PBORs in Defence Forces from the date it is accepted by the Government. (6.5.3)</p>	Accepted.												
4	<p>All future cases of commutation of pension should be considered as per the revised commutation table annexed to the Report which may be revised periodically by the Government keeping in view the interest rates and the mortality table. (5.1.35)</p>													
5	<p>The revised commutation table will only be used for all future commutations and will not be applied for the past commutations in respect of post 31.12.2005 pensioners who have already commuted their pension, the revised commutation table shall be used only to compute the amount of pension that has become additionally commutable on account of retrospective implementation of the revised pay scales, in case such an option is exercised by the retirees. For all future pensioners, the commutation of pension shall be computed and paid as per the revised commutation table. (6.5.3)</p>	Accepted												

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Annex-IV

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No.1 (3)/2008-E-II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 29 August, 2008

OFFICE MEMORANDUM

Subject - Recommendations of the Sixth Central Pay Commission-Decision of Government relating to grant of Dearness Allowance to Central Government servants-Revised rates effective from 1.1.2006, 1.7.2006, 1.1.2007, 1.7.2007, 1.1.2008 and 1.7.2008

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Dearness Allowance, the President is pleased to decide that the Dearness Allowance admissible to all categories of Central Government employees shall be admissible from the dates mentioned below at the following rates:-

Date from which payable	Rate of Dearness Allowance per mensem
From 1.1.2006	No Dearness Allowance
From 1.7.2006	2% of basic pay + NPA, where applicable
From 1.1.2007	6% of basic pay + NPA, where applicable
From 1.7.2007	9% of basic pay + NPA, where applicable
From 1.1.2008	12% of basic pay + NPA, where applicable
From 1.7.2008	16% of basic pay + NPA, where applicable

2. The payment of Dearness Allowance under these orders from the dates indicated above shall be made after adjusting the instalments of Dearness Allowance already sanctioned and paid to Central Government employees w.e.f. 1.1.2006 vide OM No.1(2)/2006-E-II(B)/166 dated 29.3.2006, 1.7.2006 vide OM No. 1(13)/2006-E-II(B)/523 dated 11.9.2006, 1.1.2007 vide OM No.1(2)/2007-E-II(B)/64 dated 22.3.2007, 1.7.2007 vide OM No.1(8)/2007-E-II(B)/212 dated 11.9.2007 and 1.1.2008 vide OM No.1(1)/2008-E-II(B) dated 17.3.2008.

3. The term 'basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+, apex scale and the Cabinet Secretary's scale, basic pay means the pay in the prescribed scale. For the purpose of calculation of dearness allowance, non-practising allowance, where applicable, shall be taken into account as at present.

4. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of FR 9(21).

5. The payment on account of Dearness Allowance involving fractions of 50 paise and above may be rounded off to the next higher rupee and the fractions of less than 50 paise may be ignored.

6. These orders shall also apply to the Civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

7. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

8. Hindi version will follow.

Madhulika Prasad

(Madhulika P. Sukul)
Joint Secretary to the Govt. of India

To

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6	The maximum pecuniary limit of Rs.3.5 lakh on payment of gratuity should be raised to Rs.10 lakh. (5.1.37)	Accepted
7	In case of Government employees dying in harness, family pension may be paid at enhanced rates for a period of 10 years. (5.1.42)	Accepted
8	The dependency criteria for all purposes should be the minimum family pension along with dearness relief thereon. This should also be followed in cases relating to payment of family pension as well. (5.1.42)	Accepted
9	It: accordance with recommendations for paying higher quantum of pension to very old pensioners, quantum of family pension payable to similarly old family pensioners would also need to be increased. Quantum of pension available to the family pensioners should also be increased on par with that recommended for pensioners as under:- On attaining age of Additional quantum of family pension 80 years - 20% of basic family pension 85 years - 30% of basic family pension 90 years - 40% of basic family pension 95 years - 50% of basic family pension 100 years- 100% of basic family pension (5.1.42)	Accepted
10	In the case of disability pension, for 100% disability where the individual is completely dependent on somebody else for day to day functions, no Constant Attendant Allowance is available under the CCS (Extraordinary) Pension Rules, 1938. Such Constant Attendant Allowance is available in the Defence Forces. A similar allowance needs to be extended in respect of civilian retirees as well because their requirement would be similar. Accordingly, a constant attendant allowance should be introduced, on the lines existing in Defence Forces under the CCS (Extraordinary) Pension Rules, 1939 as well. (5.1.42)	Accepted
11	The rates of exgratia may be doubled and raised to Rs.10 lakhs in cases of death occurring due to accidents in the course of performance of duty whether attributable to acts of violence by terrorists, anti-social elements etc. or otherwise and to Rs.15 lakhs in cases of death occurring due to enemy action in international war or border skirmishes or action against militants, terrorists, extremists in the border posts or on account of natural disasters, extreme weather conditions while on duty in the specified high altitude, inaccessible border posts, etc. (5.1.45)	Accepted
12	All past pensioners should be allowed firm benefit equal to 40% of the pension excluding the effect of merger of 50% dearness allowance/ dearness relief as pension (in respect of pensioners retiring on or after 1/4/2004) and dearness pension (for other pensioners) respectively. The increase will be allowed by subsuming the effect of conversion of 50% of dearness relief/ dearness allowance as dearness pension/dearness pay. Consequently, dearness relief	Accepted with the modification that fixation of pension shall be based on a multiplication factor of 1.86, i.e. basic pension + Dearness Pension (wherever applicable) + dearness relief of 24% as on 1.1.2006, instead of 1.74.

	<p>at the rate of 74% on pension (excluding the effect of merger) has been taken for the purposes of computing revised pension as on 1/1/2006. This is consistent with the fitment benefit being allowed in case of the existing employees. The fixation of pension 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 which the pensioner had retired. (5.1.47)</p>	
13	<p>For purposes of nomination for eligibility to get family pension etc., the term 'Family' is divided into two categories with the relations mentioned in first category having precedence over relations mentioned in the second category. The first category includes sons and unmarried daughters. However, widowed daughters have been placed in the second category. This is discriminatory towards the widowed daughters especially as sons, whether married/ unmarried/ widowers/divorced have been placed in the first category. For purposes of eligibility for Family Pension and other related benefits, the widowed daughters should also be placed in the first category. (5.1.53)</p>	Accepted
14	<p>The childless widow of a deceased Government employee should continue to be paid family pension even after her remarriage subject to the condition that the family pension shall cease once her independent income from all sources becomes equal to or higher than the minimum prescribed family pension in the Central Government. (5.1.55)</p>	Accepted
15	<p>All Central Government employees seeking voluntary retirement on completion of qualifying service equal to or more than 15 years but less than 20 years should be paid one time, lump-sum, retirement benefit equal to 80 months' salary last drawn or average salary, whichever is more beneficial to the retiring employee inclusive of benefits like service gratuity and death-cum-retirement gratuity that shall stand subsumed. (6.2.10)</p>	Not accepted

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continued payment of City Compensatory Allowance. Rates of Transport Allowance are being increased substantially and will subsume the element of CCA. Accordingly, the Commission recommends abolition of City Compensatory Allowance. The Commission is aware that as per the extant rules, not all employees are eligible for Transport Allowance. The Commission has recommended certain liberalization in the rules relating to payment of Transport Allowance. This may not, however, benefit all the employees and there could still be some isolated cases where the employee remains ineligible for Transport Allowance. This category of employees will face a loss in terms of withdrawal of CCA. Such loss, however, cannot be termed iniquitous as these employees are already well-placed and most of these will already be enjoying the facility of Government transport. Further, the loss will be notional as the adequate increase being recommended by the Commission in salaries and other allowances will more than make up the loss on account of withdrawal of CCA in respect of this category of employees.

*Other
Compensatory
allowances*

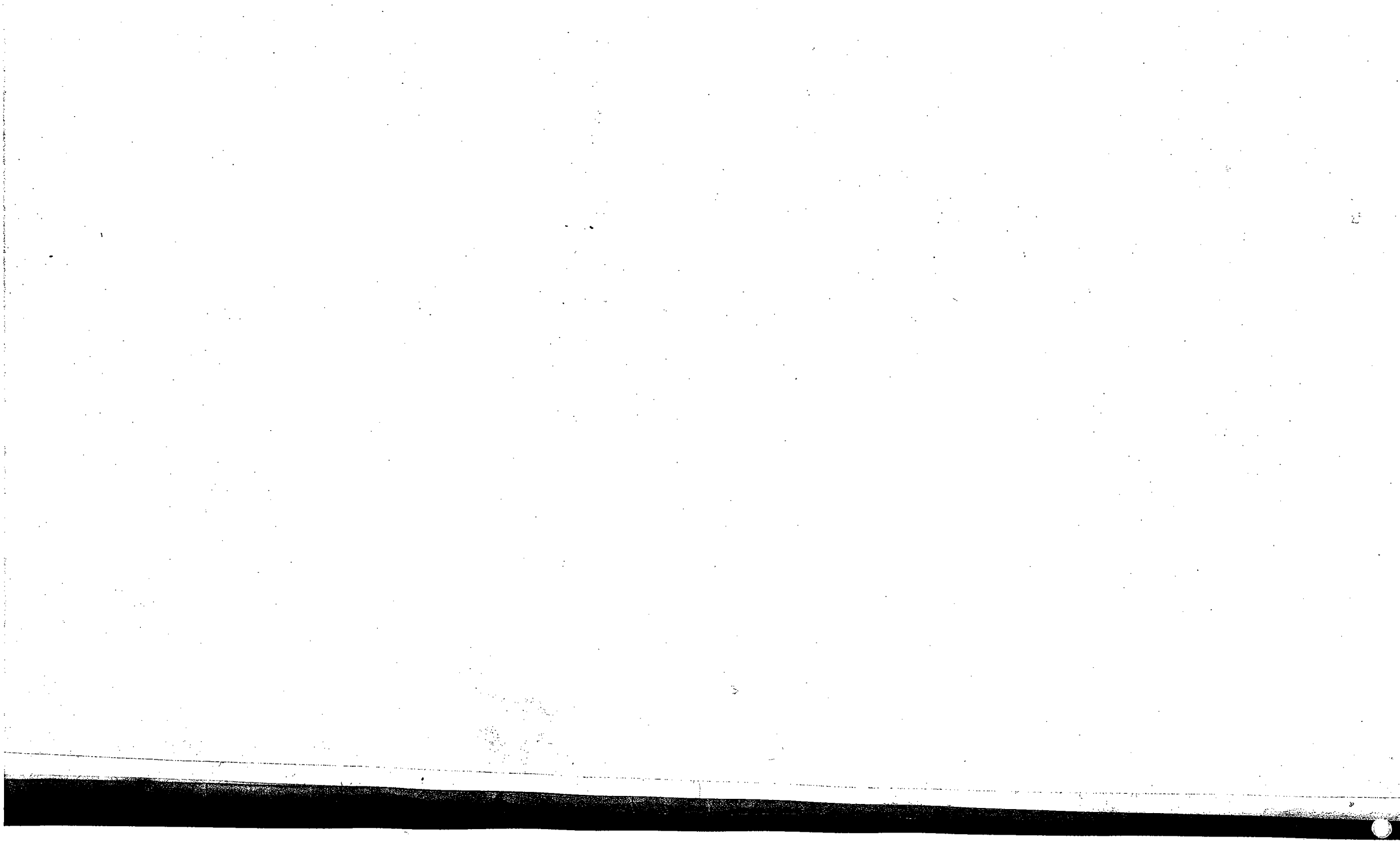
4.2.9 **Special Compensatory Allowance (Hill Areas/Remote Locality/Border Area/Gandhinagar)** - Special Compensatory Allowances are paid on account of exceptionally difficult local conditions in various places.

4.2.10 **Hill Area allowance** - It is granted to Central Government employees posted at Hill stations located at an altitude of 1000 Mtrs. or more above sea level. The rates of Special Compensatory (Hill Area) Allowance vary between Rs.40 to Rs.300 per month.

4.2.11 **Special Compensatory (Remote Locality) Allowance** - It is payable to the employees serving in specified remote localities at rates varying between Rs.40 to Rs.1300 per month.

4.2.12 **Special Compensatory Allowance to Gandhinagar** - It is paid at the rate of 2.5% of the Basic Pay. Group C & D employees and Group B non-Gazetted employees drawing salary in scales corresponding to the scales of Group C employees are eligible for this allowance while posted at Gandhinagar.

4.2.13 **Special Compensatory (Border Area) Allowance** - It is paid at rates varying between Rs.40 to Rs.200 per month. This is payable to Central Government employees during the period of their posting within 16 Kms. of the international border in Punjab or within 30 miles of the international border in Rajasthan. No other Special Compensatory allowance can be paid along with this allowance. Members of Security forces and Central Government employees whose conditions of recruitment primarily include service in border areas are not eligible for Border Area allowance.



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Annex-VIII

5.	<p>Children Education Allowance</p> <p>Children Education Allowance and Reimbursement of Tuition Fee may be merged and it will henceforth be reimbursement upto the maximum of Rs.1000 per child per month subject to a maximum of 2 children. Hostel subsidy may be reimbursed upto the maximum limit of Rs.3000 per month per child. The limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay bands goes up by 50%. (Para No. 4.2.64)</p>	Accepted
6.	<p>Risk Allowance</p> <p>(i) The Commission, accordingly, recommends withdrawal of Risk Allowance. All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time should instead be provided with free medical and life insurance of Rs.5 lakhs for employees in PB-1 pay band; Rs.7 lakhs for employees in PB-2 pay band; Rs.10 lakhs for employees in PB-3 pay band/higher pay bands/scales. To offset the effect of inflation, amount of the insurance should automatically be increased by 50% every time the DA payable on the revised pay goes up by 50%. The entire expenditure on paying premium for this insurance will be borne by the Government. The amount insured will be paid in case of any serious injury/death sustained in the course of employment and will be over and above the other benefits available to all categories of Government employees. These employees should also be provided with additional health benefits with mandatory health check-ups every quarter and enhanced leave, wherever the same is necessary for proper recuperation. Further, the Government should ensure that latest technology and greatest level of care is observed in these jobs so that the element of risk involved therein is minimized. (Para No. 4.2.68)</p>	Introduction of Risk Insurance Scheme w.e.f. 1.4.2009 after consultation with Staff Side and continuation of Risk Allowance till March 31, 2009.
(ii)	<p>Hospital Patient Care Allowance/Patient Care Allowance</p> <p>The Commission has separately recommended extension of adequate insurance cover to all such categories of employees who face an element of risk</p>	Introduction of Risk Insurance Scheme w.e.f. 1.4.2009 after consultation with Staff Side and continuation of

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CRPF, ITBP, CISF & SSB to be at par and placed in the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed). The post of Director, Indira Gandhi National Forest Academy to be upgraded to the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed).

11.19 Existing parity between IAS & Indian Foreign Service to be maintained. Modified batch-wise parity proposed between respective batches of IAS and other organised Group A services for empanelment and/or posting at Centre with the gap being restricted to two years.

11.20 Twenty per cent of additional posts in SAG/HAG in all organised Group A services to be operated on non-functional basis provided matching number of posts are decadred for open selection.

11.21 Some recommendations relating to individual Services like IA&AS, IC&CES, IDAS, IPOs and IRS.

11.22 Opening up of Central Staffing Scheme. All posts under this scheme as well as SAG/HAG posts not already encadred in any service to be filled by transparent, web-based procedure. Changes recommended in eligibility norms so as to enable officers with domain expertise to apply, irrespective of their service.

Central Staffing Scheme

Dearness allowance

11.23 Base year of the Consumer Price Index (CPI) to be revised as frequently as feasible. Formulation of a separate index for Government employees suggested. National Statistical Commission to carry out this exercise.

Recommendations relating to Allowances

11.24 Existing rates of most of the allowances to be doubled both in case of Defence Forces as well as civilian employees.

11.25 Existing rates of HRA to be retained for A-1 cities with A, B-1 & B-2 cities being given this allowance at the rate of 20% and C/Unclassified cities being given the allowance at the rate of 10%.

11.26 CCA to be subsumed in Transport Allowance and the rates of this allowance to be increased by 4 times.

11.27 Travel entitlements to be paid on actuals.

11.28 Rates of Education allowance reimbursement to be raised from existing Rs.50 to Rs.1000 per child per month, subject to the maximum of two children. Hostel subsidy to be raised from existing Rs.300 p.m. to Rs.3000 p.m.

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employees. The Commission has done a rationalization of the allowances. Some allowances like CCA have been proposed to be abolished and compensated elsewhere. The Commission has also attempted quantification of various benefits including allowances so as to compute the cost per employee to the Government and also to assess if these benefits could be made available to the employees in a more beneficial manner. The recommendations have been made accordingly.

Pension

1.2.15 Recommendations have been made to simplify the procedure for computation of pension. As mentioned earlier, the Commission has recommended delinking the payment of full pension on completing 33 years of qualifying service. Higher rates of pension have been recommended for retirees on attaining the age of 80, 85, 90, 95 and 100 years. A revised commutation factor for commuting pension has also been suggested taking into account the prevailing mortality rates, interest rates and fact that the commuted portion is restorable after 15 years.

Women employees

1.2.16 The Commission is conscious of the need to provide better facilities for women employees. Benefits like staggered working hours, special leave for child care, enhanced maternity leave of 180 days, better accommodation facilities in form of working women's hostels have been recommended specifically for women employees.

Persons with disabilities

1.2.17 The Commission has taken note of the problems faced by Government employees with disabilities and recommended various measures to alleviate the same. Enhanced number of casual leave, special aids and appliances for facilitating office work, higher interest subsidy for automobile loans, liberal flexi hours, extra allowance for disabled women employees to take care of young child till the time the child attains the age of two years, higher rate of transport allowance, better prosthetic aids and a proper grievance redressal machinery has been recommended for these employees.

Upgradation of certain categories

1.2.18 The Commission has recommended upgradation of certain specific categories like Nurses, Teachers, Constabulary and Postmen keeping in view the important functions being discharged by these categories. Parity between field offices and secretariat has been proposed as, in Commission's view, equal emphasis has to be given to the field offices in order to ensure better delivery.

Anomalies

1.2.19 Most of the memoranda sent to the Commission by Government organisations, employees or their associations