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PART I—Section 1

प्राधिकार से प्रकाशित

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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF FINANCE

(Department of Expenditure)

RESOLUTION

New Delhi, the 1st May 1974

No. F.11/35/74-IC.—The decisions of the Government of India on the recommendations of the Third Central Pay Commission relating to civilian employees of the Central Government in Classes II, III and IV were notified in the Ministry of Finance Resolution No. 70(34)/73-Imp. Cell dated 1st November, 1973. Government have now given careful consideration to the recommendations of the Commission relating to the pay scales, allowances, retirement benefits etc. in respect of the Central Class I Services/posts, as also those in the All India Services, and have decided that the recommendations of the Commission on matters aforementioned in respect of these officers shall be accepted broadly, subject to the modifications mentioned below. A comprehensive review shall however be made of the system of special pays and the posts to which such pays should be attached. The decisions regarding non-practising allowance to medical personnel will be announced later.

I. Recommendations on pay scales of Central Class I Services/posts

- (1) The minimum of the senior scale of all Central Class I Services/posts wherever it has been recommended by the Commission at Rs. 1,050, shall be raised to Rs. 1,100.
- (2) The period of restriction on the length of service for drawal of increments in the Junior Administrative Grade wherever recommended by the Commission shall be removed.
- (3) While the specific recommendations of the Commission for provision of a selection grade in certain Class I Central Services shall be

implemented, the principle of providing such a grade in various Class I Central Services has been accepted, the strength of this grade in each Service/cadre being determined after detailed examination/ review of the cadre structure, promotion prospects, etc. in that Service/cadre.

- (4) The number of posts in the scale of Rs. 2500—2750 wherever the Commission has recommended two scales of Rs. 2250—2500 and Rs. 2500—2750 for the posts in the existing senior administrative grade/Head of Department or equivalent grade in any particular service shall be 50 per cent of the number of those posts.
- (5) The Cadre Review Committee shall review on a priority basis the cadre strength of the various Central Class I Services in order to improve, wherever necessary, the promotion prospects in these services.
- (6) While the recommendations of the Commission for grant of special pay to Central Class I Officers shall be implemented, the principle of grant of special pay to officers of technical services for work of an arduous nature or requiring specialist qualifications and expertise other than essential qualifications has also been accepted.
- (7) Officers belonging to various Central Class I Services shall be eligible for appointment in the Central Secretariat.

II. Recommendations on pay scales of All India Services

- (1) In regard to the Indian Administrative Service there shall be no change in the existing rules for determining the strength of selection grade in that service. Necessary action shall also be taken so that the number of posts eligible for the grant of special pay in a State cadre does not exceed 50 per cent of the senior posts under the State Government (excluding posts in the super-time scale).
- (2) In regard to the Indian Police Service, the senior scale shall be Rs. 1,200—1,700 and the selection grade Rs. 1,800 fixed. Necessary action shall also be taken so that the number of posts eligible for grant of special pay in a State Cadre does not exceed 50 per cent of the senior posts under the State Government (excluding posts in the super time scale).
- (3) Decisions in regard to the pay scale of the Conservator of Forests and a Selection Grade in the Indian Forest Service above the level of Deputy Conservator or Conservator of Forests shall be announced later.

III. Recommendations relating to other matters

The recommendations of the Commission relating to fixation of pay, grant of allowance, retirement benefits, date of effect etc. shall be accepted broadly, after extending, wherever applicable to Central Class I Services/posts and the All India Services the improvements which had been accepted in regard to employees in Classes II to IV.

2. In view of the present financial position Government hope that Class I and All India Services Officers will make a special deposit of the net amount of the arrears which they receive on account of these decisions for the period from 1st January, 1973 to 31st December, 1973 in their Provident Fund. The deposits so made in the Contributory Provident Fund will, however, not be eligible for corresponding contributions from Government.

3. The decisions taken by the Government accordingly on the recommendations of the Commission in respect of Central Class I Services/posts mentioned in Column 1 of the Statement annexed to this Resolution are indicated in Column 2 thereof. In regard to the All India Services, appropriate action will be taken by the Cadre Controlling authorities of these Services to give effect to the decisions as may be applicable to them.

ANNEXURE

Statement showing the recommendations of Third Pay Commission relating to Class I Officers and Government's decisions thereon (References to Chapters and paragraphs in statement are to the Commission's Report)

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PAY

1. The starting salary for entry into the Class I Services should be Rs. 700 per month and there need be no change in the present ceiling of Rs. 3500 per month on maximum salary under the Government.

(Chapter 7, paragraphs 21 and 37)

2. Scales of pay and special pay for various Class I Services/Cadres/posts as recommended in Chapters 9, 10, 12, 14, 15, 16, 17, 20 and 21 to 47.

3. The integrated time scale of pay namely Rs. 400—1250 at present applicable to Indian Audit and Accounts Service, Indian Defence Accounts Service, Indian Income-Tax Service, Indian Customs & Excise Service, Indian Postal Service and Military Lands & Cantonments Service, should be broken up into separate junior and senior scales of pay.

(Chapter 12 paragraph 7)

4. The selection grade of Rs. 2000—2250 may be introduced in organised Engineering Services. the selection grade being admissible to officers who reach stage of Rs. 2000 in the Junior Administrative Grade or Intermediate Administrative Grade and stay at the

Accepted.

Accepted with the following modifications:—

- (i) The scales of pay of Rs. 1050—1600 and Rs. 1050—1800, wherever recommended, by the Commission will be revised to Rs. 1100—1600 and Rs. 1100—1800 respectively.
- (ii) The number of posts in the scale of Rs. 2500—2750 wherever the Commission has recommended two scales of Rs. 2250—2500 and Rs. 2500—2750 in respect of posts in the existing senior administrative grade/Head of Department or equivalent grade in any particular service shall be raised from 1/3rd as recommended by the Commission to 1/2 of these posts.
- (iii) The posts of Chief Project Officer, Adviser, (Petro-Chemicals) and Chief, Refineries Planning and Development and Chief of Exploration in the Ministry of Petroleum and Chemicals shall carry the revised scale of Rs. 2500—2750.

Accepted.

Accepted.

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maximum for a period of 2 years. The number of selection grade posts should be periodically determined after detailed review of cadre structure of those services.

[Chapter 14 paragraph 14(d)]

5. A selection grade of Rs. 2000—2250 should be provided in the Indian Economic Service/Indian Statistical Service. The strength of the grade may be fixed by the Government keeping in view the recommendations made by the departmental committee in October, 1969.

(Chapter 17, paragraph 17)

Accepted.

6. Non-functional selection grade of Rs. 900—1400 may be created above the present grade of Rs. 350(500)—900 (replacement scale Rs. 775—1200) in Central Secretariat Stenographers Service.

(Chapter 9, paragraph 49)

Accepted

SPECIAL PAY

7. No change is recommended in the rates of special pay in respect of posts in the Central Secretariat.

(Chapter 8, paragraph 35)

Accepted.

8. Grant of special pay to officers of Central Class I Services posted at the Headquarters Organisations of the various non-technical, technical, scientific or engineering Departments.

[Chapter 8, paragraphs 35 and 37 and chapter 14, paragraph 27(j)]

Accepted. Posts held by senior scale officers in the Headquarters Organisations of all these Departments, should carry a special pay of Rs. 200 p.m. and those held by officers in the junior administrative/intermediate administrative grades should carry a special pay of Rs. 300 p.m.

9. The present rates of special pay attached to some of the field posts held by members of the Class I Services should be rationalised both in regard to the level at which special pay should be admissible as also the quantum of special pay attached to these levels. The field posts to which special pay is attached should, if held by a senior scale officer carry a uniform special pay of Rs. 100 p.m. and those held by Junior Administrative and Intermediate Administrative Grade Officers should carry a special pay of Rs. 200 p.m.

[Chapter 8 paragraphs 36 and Chapter 14 paragraph 27(d)]

Accepted.

10. The existing restriction that the pay plus special pay of officers belonging to Central Services in the posts of Under Secretary and Deputy Secretary in the Central Secretariat should

Accepted.

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not exceed the pay plus special pay admissible in the same post to Indian Administrative Service officers with corresponding seniority and length of service should be discontinued.

(Chapter 12, paragraph 40)

11. The Class II Cadre in the Central Health Service should be gradually abolished and all future recruitment should be to Class I Junior scale. The existing posts of General Duty Officers Grade II and General Duty Officers Grade I under the Central Health Service should be appropriately placed in Class I Junior and Senior time scales. The existing GDOs Grade II should be fixed in Junior Class I scale after proper screening. Those who are not so selected should continue in Class II and be allotted the standard Class II scale.

(Chapter 16 paragraphs 7 & 8)

Accepted.

12. Structural recognition of Central Health Service is necessary to ensure reasonable promotional opportunities to GDOs Grade I, hospital specialists and teaching Specialists in their respective fields.

(Chapter 16 paragraph 12)

Accepted in principle.

13. The Class II cadre in the Railway Medical Service should be abolished and a combined Junior and Senior scale introduced to be called as Assistant Divisional Medical Officers.

(Chapter 16 paragraphs 24 & 25)

Accepted.

14. In future an increment should be granted from the 1st of the month in which it falls due.

(Chapter 8 paragraph 22)

Accepted.

15. The next increment in the Junior Administrative Grade in Central Services Class I should be earned only after completing 14 years of total service in Class I for direct recruits.

(Chapter 12 paragraph 17)

Not accepted.

16. In case of fixation of pay on promotion under FR 22 C where an employee has drawn pay at the maximum of the lower scale, he should be allowed a notional increment above the maximum of lower scale (equivalent to the amount of last increment in the scale) and the pay be then fixed at the next above stage in the higher scale.

(Chapter 8 paragraph 25)

Accepted, in so far as promotions from Class II posts to Class I posts are concerned.

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17. In the case of promotion from one Class I post to another class I post the pay in the higher scale should be fixed at the stage next above the pay drawn in the lower scale irrespective of whether the lower post was held in a substantive, officiating or temporary capacity.

(Chapter 8 paragraph 27)

18. The benefit of pay fixation in accordance with concordance table on promotion from Junior Class I scale to Senior Class I scale may be extended to all organised Class I services and also to promotion in those services carrying junior and senior scales even though lateral induction takes place in senior scale level also. The benefit may continue in the Scientific and Technical Services where it exists at present.

(Chapter 8 paragraph 29)

19. Class I officers drawing pay up to and including Rs. 1800 per month in the existing scales should have their pay fixed in the proposed scales after adding to their existing emoluments the amount representing 5 per cent of the existing pay (whether substantive, officiating or acting) subject to a minimum of Rs. 10 and a maximum of Rs. 50 and subject to various other conditions stipulated in Section II of Chapter 67 for the fixation of pay in the proposed scales.

20. As regards officers drawing pay above Rs. 1800 p.m. in the existing scales, their pay in the proposed scales should be fixed under the Fundamental Rules 22, 23 and the relevant audit instructions.

(Chapter 67, Paragraph 7).

Accepted.

Accepted.

Accepted with the following modifications:—

- (i) The minimum benefit calculated at 5 per cent of the existing pay should be raised from Rs. 10 to 15.
- (ii) Where the pay of employees drawing pay at more than five stages in an existing scale is fixed at a stage in the revised pay scale which in the same as for employees drawing pay in the just preceding consecutive 5 stages of the existing scale, the pay of such of those employees who were drawing pay from the sixth upto the tenth or lower stage in the existing scale upto which the bunching extends, shall be stepped up by grant of one increment in the revised scale and an additional increment being given similarly if such bunching extends the 10th stage upto the 15th stage and so on if such bunching continues thereafter also.

Accepted provided that the dearness allowance drawn by the employees at the rates in force on 31st December, 1972 shall also be included in "existing emoluments" for fixation of pay in the revised scale on 1st January, 1973 or the date from which they opt for the revised pay scales.

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21. Some weightage should be accorded for the service rendered in Class II, at least in those Class I Services, where promotion from Class II is, for all practical purposes to the Senior Scale of Class I. The extent of weightage and the conditions under which it is to be given is to be decided by individual Departments.

(Chapter 13, paragraph 10)

Accepted in principle.

Dearness Allowance

22. Dearness Allowance should be paid to Central Government employees drawing pay of Rs. 700 and above and upto Rs. 2250 p.m. at the rate of 2.5 per cent of pay subject to a maximum of Rs. 20 p.m. when the 12-monthly average of the All India Working Class Consumer Price Index Number for Industrial Workers (General) (1960=100) goes up by 8 points in the following manner:—

Accepted provided that the rate for grant of Dearness Allowance shall be 3 percent of pay subject to a maximum of Rs. 27 p.m.

Rise in prices over the base period (12-monthly average of 200 points of the index with 1960 base) adopted for devising the pay structure.

Employees to be covered

(1) For the price rise of first 8 points in the 12-monthly average of the 1960 base index.

(1) All employees drawing revised pay upto Rs. 900 per mensem with suitable marginal adjustments.

(2) On the index average rising by 16 points

(2) Employees at (1) above plus all employees drawing revised pay upto Rs. 1600 per mensem with suitable marginal adjustments.

(3) On the index average rising by 24 points.

(3) Employees at (1) & (2) above plus all employees drawing revised pay above Rs. 1600/- and upto Rs. 2250/- per mensem with suitable marginal adjustments.

As and when employees in any of the higher pay ranges are initially brought within the purview of the dearness allowance scheme, the total amount of dearness allowance to be given to employees in that range should not be

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less than the amount admissible at the highest pay range for the categories already covered by the dearness allowance scheme. When the index average rises above 24 points the various categories of employees should be covered by the dearness allowance scheme in the same manner as for the first rise of 8 points and the cycle should be repeated. The pay plus dearness allowance should in no case exceed Rs. 2400 per mensem.

(Chapter 55 paragraphs 6, 7, 8, 14 & 15)

23. The payments on account of dearness allowance should be rounded off to the nearest 10 paise.

(Chapter 55, paragraph 19)

Accepted.

Compensatory Allowances

Compensatory (City) Allowance

24. Compensatory (City) Allowance should be made admissible to employees whose place of work falls anywhere within the 'urban agglomeration' of a city or town as adopted for the population census of 1971. An urban agglomeration should also be treated as one unit of population for the purpose of determining the class to which the city belongs.

(Chapter 56, paragraph 12)

Accepted.

25. Compensatory (City) Allowance should be allowed at the following rates:—

Class of city/town	Rate of C.C.A.
'A' Class Rs. 700 & above	6% of pay subject to a maximum of Rs. 75/- per mensem
'B-1' Class Rs. 700 & above	4.5% of pay subject to maximum of Rs. 50/- per mensem.
'B-2' Class Rs. 700 & above but below Rs. 750/-	3.5% of pay subject to a maximum of Rs. 10/- p.m.
Rs. 750 & above	Amount by which pay falls short of Rs. 759/-.
'C' Class	No allowance.

(Chapter 56, paragraph 13)

Accepted provided that where the application of revised rates results in a loss to an existing employee, the existing amount of allowance drawn by him would be protected by treating the difference between the allowance admissible at present and the allowance admissible at the revised rates as a personal allowance. The protection will continue till the employee while working at the same station becomes entitled to a higher amount of Compensatory (City) Allowance as per the revised rates either on promotion or otherwise.

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House Rent Allowance

26. The rates of house rent allowance should be as follows—

Accepted.

Class of city/town	Rate of H.R.A.
(i) A, B-1 & B-2	15% of pay subject to a maximum of Rs. 400/- per mensem.
(ii) 'C'	7½% of pay subject to a maximum of Rs. 200/- per mensem.

(Chapter 56, paragraph 29(iii))

27. A city or a town which for reasons of comparative isolation or by virtue of being a place of pilgrimage with a large floating population or State capital, etc., may be abnormally expensive but does not qualify for grant of Compensatory (City) Allowance on the basis of population should be given special consideration on merits.

Accepted in principle.

(Chapter 56, paragraph 14)

28. The concept of "urban agglomeration" recommended for the grant of Compensatory (City) Allowance should not be applied for the grant of House Rent Allowance

Accepted. The existing criteria relating to territorial limits for grant of House Rent Allowance should continue to apply.

(Chapter 56 paragraph 30)

29. (a) Production and verification of rent receipts should be made compulsory in all cases.

(a) Accepted provided that the employees including fresh entrants drawing pay upto Rs. 750 per mensem in the revised scales of pay shall not be required to produce rent receipts for verification.

(b) However, the employees who are at present drawing house rent allowance without production of rent receipts should be allowed this facility so long as they claim the same amount of house rent allowance as they are receiving at present. This concession should apply to fresh entrants also.

(b) Accepted subject to existing rules regarding exemption from production of rent receipts except in the case of fresh entrants to whom the decision at (a) will apply.

[Chapter 56, paragraph 29(iv)]

Rent for Government accommodation

30. The percentage of pay charged on account of house rent for Government accommodation will remain unchanged.

Accepted.

(Chapter 56, paragraph 44)

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Hill Compensatory Allowance

31. The height of the hill stations alone should be the criterion for grant of hill compensatory allowance. The hill compensatory allowance should be paid to employees at the following rates:—

Station	Pay per month	Rates of H.C.A.
(i) At stations situated at a height of 1500 metres or more	Rs. 700 & above	6% of pay subject to a maximum of Rs. 75/- per mensem.
(ii) At hill stations situated at a height of 1000 metres or more but below 1500 metres.	Rs. 700 & above	4.5% of pay subject to a maximum of Rs. 50/- per mensem.

(Chapter 56, paragraphs 56 & 57)

Accepted provided that where the application of revised rates results in a loss to an existing employee, the existing amount of allowance drawn by him would be protected by treating the difference between it and the allowance admissible at the revised rates as a personal allowance. The protection will continue till the employee while working at the same station becomes entitled to a higher amount of hill compensatory allowance as per the revised rates either on promotion or otherwise.

Winter Allowance

32. Winter Allowance should be paid at the following rates to all employees getting pay upto Rs. 1250 per mensem:—

Station	Pay per month	Rate of Winter Allowance
(i) Hill stations situated at a height of 1500 metres or more	Rs. 700 & above and upto Rs. 1250[-	6% of pay subject to a maximum of Rs. 40/- per mensem
(ii) Hill stations situated at a height of 1000 metres or more but below 1500 metres.	Rs. 700 & above and upto Rs. 1250	4.5% of pay subject to a maximum of Rs. 25 per mensem.

(Chapter 56, paragraph 58)

Accepted.

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Bad Climate Allowance

33. The present practice of paying bad climate allowance to Central Government employees at those places where the State Governments allow a similar allowance to their own employees should continue. Bad Climate Allowance at all places classified as bad climate areas should be granted to Central Government employees getting pay upto Rs. 900 per mensem as per rates applicable for compensatory (city) Allowance in B-1 class cities

(Chapter 56, paragraph 61)

Project Allowance

34. The Commission has recommended laying down of revised rates and certain conditions in respect of grant of project or construction allowance to Central Government employees at undeveloped and out of way places in connection with construction of major projects in paragraphs 62—65 of Chapter 56 of its Report.

Travelling Allowance

35. The Commission has made recommendations in respect of certain rates and/or conditions relating to the following matters in respect of travelling allowance contained in Chapter 57 of the Report:—

- (a) Gradation of Central Government employees.
- (b) Mileage Allowance including entitlement to travel by ACC (sleeper) accommodation or air.
- (c) Conveyance Allowance.
- (d) Daily Allowance where employees have to stay in hotels etc. providing board and/or lodging at scheduled tariffs.
- (e) Definition of family for purposes of grant of travelling allowance on transfer.
- (f) Transfer Grant.
- (g) Transfer Incidentals.
- (h) Baggage Allowance.
- (i) Transfer Travelling allowance on retirement/death.

Accepted provided that where the application of revised rates results in a loss to an existing employee, the existing amount of allowance drawn by him would be protected by treating the difference between the allowance admissible at present and allowance admissible at the revised rates as a personal allowance. The protection will continue till the employee while working in the same areas becomes entitled to a higher amount of Bad Climate Allowance as per the revised rates either on promotion or otherwise.

Accepted in principle.

Accepted.

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- (j) Journey fare of children studying at a place other than the place of posting.

Leave Travel Concession

36(a) The existing provision as regards journeys to home-town once in a block of two years should continue with the modification that once in a block of four years, every Government employee should be allowed to avail of the leave Travel Concession for journey to any place in India subject to other prescribed conditions laid down in the existing scheme. In allowing the concession of journey to a place other than home-town, the benefit should be extended to those employees also whose home towns are situated within 400 kilometres.

Accepted.

(b) The definition of 'family' for purposes of the grant of leave travel concession should be the same as recommended by the Commission for purposes of travelling allowance for journeys on transfer.

Accepted.

(c) The employees should be permitted to avail of the leave travel concession for journeys performed during casual leave also without specifying any minimum period of absence.

Accepted.

(Chapter 58, paragraphs 12, 13 and 14)

Educational Facilities and Allowances

37(a) The Commission has recommended certain rates and/or conditions in respect of Children's Educational Allowance and educational facilities in the matter of education of children of Central Government employees.

Accepted.

(Chapter 59 of the Report)

(b) As in the Railways, the Children's Educational Allowance should be admissible to employees in other Departments also only if a school of the requisite standard does not exist at the station where a Government servant is posted or on account of non-availability of accommodation in such a school.

Accepted.

(Chapter 59, paragraph 9)

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Death-cum-Retirement Benefits

38(a) No change is considered necessary in the existing formula for computing pension and death-cum-retirement gratuity. However, the maximum qualifying service for earning pension and death-cum-retirement gratuity should be increased from 30 years to 33 years. The upper pay limit for the grant of pension and for earning death-cum-retirement gratuity should be raised from Rs. 1800 to Rs. 2500 per mensem. The existing ceilings on maximum pension should be raised from Rs. 675/- p.m. to Rs. 1000/- p.m. and on maximum death-cum-retirement gratuity from Rs. 24,000/- to Rs. 30,000/-.

Accepted.

(Chapter 60 paragraphs 41, 43, 44, 45 and 47)

(b) The existing arrangements under which the Government employees are required to contribute partly towards the financing of the family pension scheme should continue. While the contribution of the employees should continue to be equal to two months emoluments, the maximum amount should be raised from Rs. 3600 to Rs. 5000.

Accepted.

(Chapter 60 paragraph 54)

(c) The rates of family pension as also the ceilings should be raised as follows:

Accepted.

Pay of the Government Servant	Amount of family permission
Rs. 700/- and above but below Rs. 1200	15% of pay sub- ject to a maximum of Rs. 160/-
Rs. 1200 and above	12% of pay sub- ject to a minimum of Rs. 160 and a maximum of Rs. 250/-

In case an employee dies after having rendered a minimum service of seven years, the family pension should be paid at an enhanced rate equal to 50 per cent of the last pay drawn or twice the ordinary family pension at the above rates, whichever is less, for a maximum period of seven years or till he would have attained the age of 65 years had he survived, whichever is earlier. In case of death after retirement the

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amount of family pension at the enhanced rates should not exceed the normal superannuation pension (un-commuted value) to which the Government employee would be entitled to on superannuation. Family pension in cases of death after retirement should be given only to those who were members of the family of the Government employee as declared at the time of retirement.

(Chapter 60, paragraphs 55 to 58)

(d) While there should be no change in the existing conditions for grant of invalid pension, the amount of invalid pension should not be less than the amount of family pension at the ordinary rates.

Accepted.

(Chapter 60, paragraph 60)

(e) The Commission has recommended certain rates and conditions for the grant of terminal benefits for temporary and quasi-permanent employees in paragraphs 63 to 65 of Chapter 60.

Accepted.

Extraordinary Pension

39. The Commission has recommended that the existing provisions of the Central Civil Services (Extraordinary Pension) Rules should be simplified and rationalised on the basis of recommendations made in paragraphs 71 to 76 of Chapter 60.

Accepted in principle.

Date of Superannuation,

40. Retirement of Government servants should take effect from the afternoon of the last day of the month in which they attain the age of superannuation instead of the afternoon of the actual date of their superannuation.

Accepted.

(Chapter 60, paragraph 15)

41. The exemption limit on gratuity for purposes of tax liability should also be correspondingly raised from Rs. 24000 to Rs. 30000.

Accepted in principle.

(Chapter 60, paragraph 46)

42. The benefit of added years of service to specially qualified or experienced personnel appointed to posts where these qualifications are necessary in the public interest should continue. The scientific, medical, technological and other professional

Accepted in principle.

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services and posts where the benefit of added years of service is considered essential should be identified in consultation with the Union Public Service Commission and the Ministry of Finance, and suitable provision incorporated in the relevant recruitment rules so that the benefit is automatically available to all the candidates who are recruited in accordance with the provisions of these rules.

(Chapter 60, paragraph 68)

Benefits to Scientific/technical employees on absorption in autonomous organisations.

43. The benefit of pro-rata pension and gratuity at present admissible to scientific employees on absorption in autonomous organisations like Council of Scientific and Industrial Research, Indian Council of Agricultural Research, Central Universities, etc. should be extended to the various categories of technical personnel also on similar absorption in these organisations.

(Chapter 60, paragraph 25)

Accepted.

Relief to Pensioners in future

44. Central Government employees who retired on or after 1st March, 1973, should irrespective of the amount of pension drawn by them be given a relief at the rate of 5 per cent of their pension subject to a minimum of Rs. 5 and a maximum of Rs. 25 p.m. on the 12-monthly average of the All India Working Class Consumer Price Index (1960=100) rising by 18 points. The relief for the first time at these rates should be paid when the 12-monthly average of this index reaches 216.

(Chapter 60, paragraph 92)

Accepted provided that the decision shall apply also to the employees who retired on or after 1-1-1973.

Hours of work

45. (a) In general the gross working hours prescribed in the industrial establishments under the Government should be 48 hours in a week and 8 hours in a day but within this period of 8 hours the workers should be allowed a break for half an hour to take their meals thus yielding a net of 45 hours per week. As regards the industrial establishments where the net weekly hours of work are less than 45, the position should be reviewed.

(a) & (b) There shall be no change in the existing hours of work either in the administrative offices or in the industrial establishments of the Government.

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(b) The hours of work prescribed for the administrative offices should be 7 effective hours a day, exclusive of lunch break.

(Chapter 61, paragraphs 13 & 15)

Holidays

46. (a) No section of employees should be allowed more than 16 holidays in a year.

(Chapter 61, paragraph 28)

Accepted.

(b) The practice of declaring one of the restricted holidays as a public holiday whenever any of the approved 16 closed holidays falls on a Sunday or a Second Saturday, should be discarded as soon as possible.

(Chapter 61, paragraph 29)

Accepted.

(c) No change need be made in the system of restricted holidays except that an attempt should be made to control the number of festivals declared as restricted holidays.

(Chapter 61, paragraph 30)

Accepted.

(d) No change in regard to the number of public holidays need be made in respect of those employees who are entitled only to 3 National holidays or 9 effective holidays.

(Chapter 61, paragraph 31)

Accepted.

Casual Leave

47. The existing quantum of casual leave is quite adequate. All operating and maintenance staff who are entitled to less number of public holidays in a year than the number allowed to the office staff in administrative offices should be allowed 15 days casual leave : No class of employees should be allowed more than 15 days casual leave in a calendar year. In case higher amount of casual leave has been allowed in certain cases due to remoteness of the region, one or two days' journey time should be allowed whenever a person proceeds on casual leave rather than allowing an enhanced quantum of leave every year as a regular provision.

(Chapter 61, paragraph 35 & 36)

Accepted.

Leave Entitlements

48. (a) In the case of non-industrial staff, no change need be made in the rate of earning leave, the limit on accumulation of earned leave and the

Accepted.

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limit on the period of leave that can be availed at any one time. The existing differentiation between permanent and temporary employees in regard to earning leave in the first year of service should be abolished.

(b) The present limit of Rs. 750/- on leave salary during half pay leave should be dispensed with.

Accepted.

(c) The present limit of 240 days on commuted leave during the entire service should be removed. Half pay leave upto a maximum of 180 days of such leave should be allowed to be commuted during entire service where such leave is utilised for an approved course of study.

Accepted.

(d) The special provisions made in the Study Leave Rules for officers in the Indian Economic Service, the Indian Statistical Service and medical officers should be extended to many more categories of specialists and technical personnel on merits of each case.

Accepted.

(e) For courses of study pursued in India, the emoluments during Study Leave should be regulated in the same way as during earned leave subject to the emoluments not exceeding the pay that the officer would have otherwise drawn had he remained on duty. No study allowance should be paid during this period.

Accepted.

(f) The existing provisions relating to study leave availed outside India should continue. The rates of study allowance admissible in foreign countries should be reviewed by the Government from time to time.

Accepted.

(g) In case of death in harness, the cash equivalent of the leave salary that the deceased employee would have got had he gone on earned leave on the date of death should be given to his family subject to a maximum of leave salary for 120 days.

Accepted.

(Chapter 62, paragraphs 14, 15, 18, 19, 20 to 26 and 37)

Miscellaneous

49. (a) Messing allowance at present admissible for the nursing staff should be merged in their pay scales and should not be granted separately. Dearness allowance and compensatory (city) allowance (wherever admissible) should be allowed to such staff in full at the same rates as applicable to other employees.

Accepted.

(Chapter 16, paragraph 90)

 Recommendations of the
Pay Commission

 Decisions of Government

(b) The rate of uniform allowance should be increased to Rs. 200 per annum for Matrons in Class I scales of pay.

(Chapter 16, paragraphs 90 & 93)

Date of effect in regard to pay scales and pensionary benefits

50. The scales of pay recommended for various Class I Services/Cadres/posts should be made applicable from 1st March, 1973.

(Chapter 67 paragraph 1)

51. (a) Recommendations on pensionary benefits should also be made applicable to those Government employees who retired on or after 1st March, 1973.

(b) In respect of these employees the emoluments for computing the pensionary benefits should include in addition to pay and dearness pay (wherever applicable) the dearness allowance and interim reliefs drawn by them prior to 1-3-1973.

(Chapter 67, paragraph 2)

Accepted.

The decisions on the recommendations listed at items Nos. 1-3 of the Annexure shall be applicable with effect from 1st January, 1973. The date of effect of revision of pay scales of posts which have been upgraded to the pay scales of Rs. 3000/- (Fixed) or above shall be as may be laid down by the Government.

(a) & (b) The decision on the recommendations listed at item 38 of Annexure shall be made applicable with effect from 1st January, 1973 and the recommendations in regard to emoluments for computing pensionary benefits should also apply from that date.

ORDER

Ordered that the Resolution be published in the Gazette of India Extraordinary.

Ordered also that a copy of the Resolution be communicated to the Ministries and Departments of the Government of India, State Governments, Union Territory Administration and all others concerned.

UMA SHANKAR, Addl. Secy.