No.F.4(83)-FIN(PC)/2008
GOVERNMENT OF TRIPURA
PAY REVIEW COMMITTEE

Dated, 20th September, 2008

N O T I F I C A T I O N

The undersigned is directed to inform that a Pay Review Committee has been constituted by the State Government vide Notification No.F.4(83)-FIN(PC)/2008 dated 27th August 2008 for giving recommendations for revision of pay scales and other related matters for the State Government employees covered under the State Pay scales. For accomplishment of the task entrusted upon the Committee, opinions/views/suggestions are invited from recognized Associations of Officers and Employees of the State Government in the following questionnaire. The responses may reach in the Office of the Pay Review Committee at First Floor of the Revenue/TPSC Building, Secretariat Complex, Agartala – 799001 **by 3rd October 2008.** The questionnaire is available in the State Government's website **www.tripura.nic.in**

2. Questionnaires inviting opinions/views/suggestions for revision of pay scales and other related matters for PSUs/Corporations /Statutory Bodies/Autonomous Bodies/Cooperative Banks/Apex Cooperative Societies/Boards will be circulated separately.

N. Das
Secretary
Pay Review Committee

QUESTIONNAIRE FOR RECOGNIZED ASSOCIATIONS/UNIONS

1. ON PAY STRUCTURE & RELATED ISSUES

1. What in your opinion, should be the guiding principles in regard to revision of the structure of emoluments?

2. Do you think that the financial position of the State is an important guiding factor in the revision structure?

3. What are your views with regard to parity in pay scales of the employees of the Government of Tripura with those of the

employees of the Government of India and other States in the context of socio-economic relativities of the State?

4. Do you agree with the view that an upward revision of the structure of emoluments would be a constraint upon the creation of avenues for further employment?

5. What measures would you suggest for effecting economy in Government expenditure and mobilizing additional resources for meeting the extra expenditure to be incurred by the upward revision of the structure of emoluments?

6. In what directions should service conditions change in pursuance of an upward revision of the structure of emoluments?

7. What methodology would you suggest for the determination of the equivalence of posts within the government service?

8. Do you think that the present promotional policies are appropriate in the State context? Are there are any alternative suggestions?

9. Do you think that the present Carrier Advancement Scheme (CAS) is appropriate? Are there are any alternative suggestions?

10. What steps would you suggest to make State Services more attractive to new entrants?

11. What should be the guiding principles in determining the minimum pay in State Services?

12. What are your views/ suggestions for streamlining the present categories of posts in Gr-A, Gr-B, Gr-C and Gr-D ?

13. What are your views on introduction of Pay Band Pay Scales by clubbing up a number of existing Pay scales as adopted by the Central Government on the recommendations of the 6th Central Pay Commission? Do you feel it would be suitable in the context of the State Government?

14. What are your views on introduction of a Grade Pay in modification of the existing system of providing promotion benefits as adopted by the Central Government on the recommendations of the 6th Central Pay Commission? Do you feel it would be suitable for the employees of the State Government?

15. Are you in favour of further increase in the existing number of Pay scales or reducing the number of Pay scales for the State Government employees?

If so, please specify the numbers you suggest and reasons thereof.

16. What are your views/suggestions regarding the rates of increment and introduction of a common date for effecting increments following revision of Pay Scales?

17. Please identify the categories of posts where you feel further rationalization and simplicity of designations may be affected for the sake of efficiency and avoidance of anomalies?

18. Are you aware of any inter-departmental/intra-departmental anomalies in the existing pay scales for similar posts?

If so, please mention such cases along with your suggestion.

19. Are you aware of any pending cases of anomalies arising out of TSCS (Revised Pay) Rues1999?

If so, please mention such cases along with your suggestions.

20. Are you aware of pending cases of anomalies arising out of providing training incentive?

If so, please mention such cases along with your suggestions

21. What benefit would you suggest for the employees who are stagnating at the maximum of the Pay scales?

22. Are there any posts in your view that have no regular promotion channels ?

What would be your suggestions for opening up promotional avenues for such posts?

23. What are your views about continuation of the feature of "special pay"?

24. Do you feel that an upward revision of the structure of emoluments should be commensurate with increasing responsibility and accountability of the employees?

If that be so, how do you propose:

(a) to improve work culture among the employees, and
(b) to ensure their accountability ?

Please give your views in detail.

25. Have you any suggestion to make with regard to :

(a) Opening and closing hours in view of early sunrise
(b) Hours of work,
(c) Holidays and
(d) Week ends

26. Please mention any other related issues which you think should be addressed by the Pay Review Committee.

II. ON ALLOWANCES, BENEFITS, ETC.

1. The State Government employees and pensioners of the State Government including Judicial Service Officers are now provided various types of allowances (apart from Dearness Allowances) as mentioned below. Please indicate if any of such existing items is missing from the Department's allowance structure.

i)	Non-practicing allowance (NPA)	xvii)	Conveyance allowance
ii)	Deputation allowance	xviii)	Transfer grant and baggage allowance
iii)	House Rent Allowance	xix)	Helper Allowance
iv)	Medical allowance	xx)	Special Yearly Compensatory Allowance
v)	Compensatory allowance	xxi)	Teaching Allowance
vi)	City Compensatory Allowance	xxii)	Allowance for holding charge for higher post without promotion
vii)	Washing Allowance	xxiii)	Hazard/Risk Allowance
viii)	Ration Allowance	xxiv)	Machine Allowance
ix)	Uniform Allowance	xxv)	Operational Allowance
x)	Kit Maintenance Allowance	xxvi)	Pump Allowance
xi)	Allowance for Hostel	xxvii)	Sumptuary Allowance

Superintendent

xii) Cash Allowance

xiii) Traveling Daily Allowance

xiv) Special Allowance for Duplicating Operator

xv) Spl. Compensatory Allowance for employees working in TTAAC area

xvi) Overtime Allowance

xxviii) Robe Allowance

xxix) Concurrent Charge Allowance

xxx) Conveyance Allowance

xxxi) Newspaper and Magazine Allowance

xxxii) Domestic Help Allowance

(a) Are you in favour of retaining each of the above allowances as separate elements in the salary structure?

2. Government of India has modified its formula for providing DA following the implementation of 6th CPC. What are your views for change of procedure in regard to the time and point factor?

3. Do you think that the present rates of H.R.A. and the ceilings thereon are adequate?

If not, please offer your suggestions.

4. Do you think that the existing Transfer Grant and Baggage Allowance needs revision?

5. Do you think that the existing rates of Travelling and Daily Allowance need revision?

6. Do you think that the existing rates and the rules of LTC/HTC require modification?

If so, please state your suggestions in detail.

7. Are you in favour of continuing the existing system of non-practicing allowance (NPA) for medical practitioners?

8. What are your views on continuation of the existing scheme of reimbursement of medical expenses. Should it remain confined to Group A & Group B employees with only a flat rate for Group C and D employees?

9. Have you any views of offer on any other types of allowances?

Please state your views, if any.

III. ON RETIREMENT BENEFITS ETC.

1. What are your views on present incentives provided for voluntary retirement?

2. Do you suggest any change in the present system of calculation of pension on the basis of last basic pay drawn in the context of requirement of length of service rendered?

3. What are your suggestions on the revision of pension of past pensioners?

4. What are your suggestions on revision of existing ceiling limits of Gratuity and death-cum-retirement gratuity?

5. What are your views on Contributory Pension Scheme introduced by Govt. of India?

6. It is often said that the Contributory Provident Fund Scheme along with substantial enhancement in the rate of gratuity is more attractive than the existing Pension Scheme.

   Do you agree with this view? Please give reasons.

7. What are your views on the existing family pension scheme?

8. What are your views on the new commutation index introduced by the Central Government following the 6th CPC recommendations?

9. Have you any suggestions for further improvement of the existing Group Insurance Scheme?

   If any, please spell out in detail.

IV. ON MISCELLANEOUS POINTS:

1. Do you have any views or suggestions on any other relevant subject which you feel should be considered by the Pay Review Committee?