No.F.1(5)-FIN(PRC)/2008/38
GOVERNMENT OF TRIPURA
PAY REVIEW COMMITTEE

Dated, 30th 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 employees of PSUs/Corporation/Statutory Bodies/Autonomous Bodies/Apex Cooperative Societies/Cooperative Banks /Boards. For accomplishment of the task entrusted upon the Committee, opinions/views/suggestions are invited from the recognized Associations of the employees of the concerned Organization 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 20th October 2008.** The questionnaire is also available in the State Government's website **www.tripura.nic.in**

N. Das
Secretary
Pay Review Committee

QUESTIONNAIRE FOR RECOGNIZED ASSOCIATIONS/UNIONS OF PSUs/CORPORATION /STATUTORY BODIES/AUTONOMOUS BODIES/APEX COOPERATIVE SOCIETIES / COOPERATIVE BANKS/BOARDS

1. ON PAY STRUCTURE & RELATED ISSUES

1. What in your opinion, should be the guiding principles in regard to revision of the structure of pay in PSUs/ Autonomous Bodies/Apex Cooperative Societies/Banks/Boards etc.?

2. Do you think that the financial position of the Organization to which you belong 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 Organization to which you belong with those of the employees of other PSUs/Corporation/Statutory Bodies/Organization/Boards/Apex Co-operative Societies etc. in the context of socio-economic situation 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 the organization to which you belong for effecting economy in expenditure, prevention of wasteful expenditure and mobilization of additional resources for meeting the extra expenditure to be incurred by the upward revision of the structure of emoluments?

6. Has the Organization to which you belong earned profit or attained break-even position as per balance sheet of past two/three years? If so, what are your suggestions for consolidating this achievement and further improvement of the position.

7. Has the Organization to which you belong been incurring losses as per the balance sheet of preceding years? If so, what are your suggestions for eliminating/reducing the loss for achieving at least break even position within a targeted period.

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

9. Do you think that the present promotional policies are appropriate in the context of the Organization to which belong? Are there are any alternative suggestions?

10. What should be the guiding principles in determining the minimum pay in Services of the Organization to which you belong?

11. What are your views/ suggestions for streamlining the present categories of posts?

12. What are your views on introduction of Pay Band Pay Scales by clubbing up a number of existing Pay scales in the pattern introduced by the Central Government on the recommendations of the 6th Central Pay Commission? Do you feel such a set up would be suitable in the context of the employees of the Organization to which you belong?

13. What are your views on introduction of a Grade Pay in modification of the existing system of providing promotion benefits as per pattern introduced by the Central Government on the recommendations of the 6th Central Pay Commission? Do you feel such a set up would be suitable for the employees of the Organization to which you belong?

14. Are you in favour of further increase in the existing number of Pay scales or reducing the number of Pay scales for the employees of the Organization to which you belong?

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

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

16. 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?

17. Are you aware of any anomalies in the existing pay scales for similar posts in your Organization?

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

18. Are you aware of any pending cases of anomalies arising out of last revision of pay, 1999?

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

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

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

If so, what are your suggestions for opening up promotional avenues for such posts?

21. Do you feel that an upward revision of the structure of emoluments of the organization 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,
(b) to improve productivity of the employees, and
(c) to ensure their accountability ?

Please give your views in detail.

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

II. ON ALLOWANCES, BENEFITS, ETC.

1. Please name the allowances which are currently provided to the employees of the Organization to which you belong.

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

2. What are your views for change of procedure in regard to the time and point factor in respect of DA?

3. What are your views in respect of linking of DA and other allowances with financial health and performance of the Organization to which you belong?

4. Keeping in view financial health of the Organization to which you belong, what are your suggestions for revision of existing allowances?

III. ON RETIREMENT BENEFITS ETC.

1. What retirement benefits are presently being provided to the employees of your Organization to which you belong?

2. Do the benefits which are being provided now, conform to the provisions of relevant Labour Acts & Rules?

3. Whether the financial health of the Organization to which you belong permits providing of the existing benefits? If not, what are your suggestions for improving the financial health so that the benefits can be provided in time.

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?

Ss//Payrev/questionairePSUAsso