

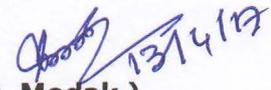
Dated, 13th April, 2017

MEMORANDUM

Subject: Questionnaire for PSUs/Corporation /Statutory Bodies/ Autonomous Bodies/Apex Cooperative Societies/ Cooperative Banks/ Boards etc.

The undersigned is directed to inform that Pay & Pension Revision Committee constituted by the State Government for giving recommendations for revision of pay scales and other related matters for the employees of State Government has also been entrusted with the task of recommending the revised pay structures for PSUs / Corporation/ Statutory Bodies/ Autonomous Bodies /Apex Cooperative Societies/ Cooperative Banks / Boards etc. keeping in view the financial condition of each Organisation to pay its revised salaries and liabilities. For accomplishment of the task entrusted upon the Committee, views/suggestions are invited from recognized Associations of Officers and Employees of the PSUs / Corporation/ Statutory Bodies/ Autonomous Bodies /Apex Cooperative Societies/ Cooperative Banks / Boards etc. in the following questionnaire. The responses **(in hard copy as well as soft copy)** may reach in the Office of the Chairman, Pay & Pension Revision Committee located at **Room No. 3201, 2nd Floor of the Civil Secretariat, New Capital Complex, Kunjaban, Agartala 799006** by **19th April, 2017**. The questionnaire is also available in the State Government's website www.tripura.gov.in.

Encl: As stated.


(D. Modak)
Secretary

Pay & Pension Revision Committee

**QUESTIONNAIRE FOR THE RECOGNIZED
ASSOCIATIONS/ UNIONS OF
PSUs/CORPORATIONS /STATUTORY
BODIES/AUTONOMOUS BODIES/APEX
COOPERATIVE SOCIETIES / COOPERATIVE
BANKS/BOARDS ETC.**

ON PAY STRUCTURE & RELATED ISSUES

1. Name of **PSUs/Corporation /Statutory Bodies/ Autonomous Bodies/Apex Cooperative Societies/ Cooperative Banks/ Boards etc.:**

2. What in your opinion should be the considerations on which the minimum salary of the lowest functionary and the maximum salary of a highest level officer may be determined and what should be the reasonable ratio between the two; keeping in view the financial

position of the concerned PSUs/Corporations /Statutory Bodies /Autonomous Bodies /Apex Cooperative Societies / Cooperative Banks/ Boards etc. and its working capital, profitability and liability?

3. Should there be any comparison/parity between pay scales and perquisites of State Government functionaries and employees of PSUs/Corporations /Statutory Bodies /Autonomous Bodies /Apex Cooperative Societies / Cooperative Banks/ Boards etc. keeping in view the financial position of the concerned organisation? If so, why? If not, why not?
4. What measures are proposed / suggested for effecting economy in expenditure, prevention of wasteful expenditure and mobilization of additional resources for meeting the extra expenditure likely to be incurred in case of revision of the pay in respect of concerned organization?
5. Whether the concerned Organization has earned profit or attained break-even position or incurred loss as per Balance Sheet of last five years? In case of profit or break-even, please indicate the year-wise figures and also suggest the measures for consolidating this achievement and further improvement of the position? In case of loss, please indicate the year-wise figures and also suggest the measures for eliminating/reducing the loss for achieving at least break-even position within a targeted period.
6. What are your views on introduction of Pay Matrix as adopted by the Central Government on the recommendations of the 7th Central Pay Commission? Do you feel it would be suitable in the context of the PSUs/Corporations /Statutory Bodies /Autonomous Bodies /Apex Cooperative Societies / Cooperative Banks/ Boards etc.?
7. What are your views /suggestions for streamlining the present categories of posts in the concerned PSUs/Corporations /Statutory Bodies /Autonomous Bodies /Apex Cooperative Societies / Cooperative Banks/ Boards etc.?
8. What are your views/suggestions regarding the rate of increment and introduction of a different dates for effecting increments following revision of Pay Scales?
9. Please identify the categories of posts where you feel further rationalization and simplicity of designations may be effected for the sake of efficiency and avoidance of anomalies?
10. Are you aware of any anomaly in the existing pay scales for similar posts? If so, please mention such cases along with your suggestions.
11. What benefit would you suggest if someone is stagnating at the maximum of the Pay Scales?
12. Are there any posts in your view that have no regular promotion channels? What are your suggestions for opening up promotional avenues for such posts?
13. Please suggest on the following:
 - (a) Methods to improve work culture among the employees of PSUs and other Organisations,
 - (b) Methods to ensure their accountability of PSUs and other Organisations? and
 - (c) Methods to improve efficiency of the employees of the concerned Organisations.

Please give your views in detail.

14. Is there any suggestion with regard to:

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

15. Please mention any other related issues which you think the Pay & Pension Revision Committee may examine.

ON ALLOWANCES, BENEFITS, ETC.

1. Please name the allowances and their rates which are currently provided to the employees of the concerned PSUs / Corporation/ Statutory Bodies/ Autonomous Bodies /Apex Cooperative Societies/ Cooperative Banks / Boards etc.
2. Keeping in view financial health of the concerned Organization, is there any suggestion for revision of existing allowances?

ON RETIREMENT BENEFITS ETC.

1. Please mention the retirement benefits presently being provided to the employees of the concerned PSUs / Corporation/ Statutory Bodies/ Autonomous Bodies /Apex Cooperative Societies/ Cooperative Banks / Boards etc.?
2. Whether the financial health of the concerned Organization permits providing of the existing benefits? If not, what are your suggestions for improving the financial health of the concerned Organization?

N.B:- All replies should be practicable considering the financial condition of the Organization and considering its commitment to meet up the additional burden on salaries and other liabilities.