


No.F.5(1)-FIN/PPRC/2017  
GOVERNMENT OF TRIPURA  
FINANCE DEPARTMENT

Dated, ..... April, 2017.

**NOTIFICATION**

The undersigned is directed to inform that Pay and Pension Revision Committee has been constituted by the State Government vide Notification No.F.7(1)-FIN(PC)/2017 dated 5<sup>th</sup> April, 2017 for giving recommendations for revision of Pay Scales and other related matters for the State Government employees and pensioners 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 **(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, 2<sup>nd</sup> Floor of the Civil Secretariat, New Capital Complex, Kunjaban, Agartala 799006 by 17<sup>th</sup> April, 2017. The questionnaire is also available in the State Government's website [www.tripura.gov.in](http://www.tripura.gov.in).

  
(D. Modak)  
Secretary

**Pay & Pension Revision Committee**

**QUESTIONNAIRE FOR RECOGNIZED ASSOCIATIONS/ UNIONS**

**ON PAY STRUCTURE & RELATED ISSUES**

1. What in your opinion should be the considerations on which the minimum salary in case of the lowest functionary and the maximum salary in case 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 State and its commitment towards development expenditure?
2. Should there be any comparison/parity between pay scales and perquisites between Central Government and State Government functionaries? If so, why? If not, why not?
3. Do you think that the present system of Assured Career Progression Scheme (ACPS) is appropriate? Are there any alternative suggestions?
4. What steps would you suggest to make State Services more attractive to new entrants?



5. What are your views /suggestions for streamlining the present categories of posts in Gr.-A, Gr.-B, Gr.-C and Gr.-D?
6. What are your views on introduction of Pay Matrix as adopted by the Central Government on the recommendations of the 7<sup>th</sup> Central Pay Commission? Do you feel it would be suitable in the context of the State Government?
7. 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.
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 affected 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. What are your views about continuation of the feature of "Special Pay"?
14. 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.

15. Have your 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
16. Please mention any other related issues which you think should be addressed by the Pay Review Committee.

**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. Also indicate your views of revision of the norms and rates of allowances of any allowance:-

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| i) House Rent allowance                              | xiv) Special Compensatory allowance for employees working in TTAADC area |
| ii) Medical allowance/ Medical reimbursement         | xv) Overtime allowance   |
| iii) Compensatory allowance                          | xvi) Transfer grant and baggage allowance                                |
| iv) City Compensatory allowance (for Tripura Bhawan) | xvii) Special yearly Compensatory allowance                              |
| v) Washing allowance                                 | xviii) Armour Allowance and Special Armour Allowance                     |
| vi) Conveyance allowance                             | xix) Sumptuary allowance   |
| vii) Ration allowance                                | xx) Robe allowance   |
| viii) Uniform allowance                              | xxi) Concurrent Charge allowance   |
| ix) Kit Maintenance allowance                        | xxii) Conveyance allowance   |
| x) Hostel Allowance                                  | xxiii) Newspaper and Magazine allowance                                  |
| xi) Cash allowance                                   | xxiv) Domestic Helper allowance  |
| xii) Non-practicing allowance (NPA)                  |  |
| xiii) Travelling & Daily allowance/ LTC/ HTC         |  |

- (a) Are you in favour of retaining each of the above allowances as separate elements in the salary structure or you propose for merger or discontinuation of any allowance?
2. Have your any suggestions for further improvement of the existing Group Insurance Scheme? If any, please spell out in detail.

**ON RETIREMENT BENEFITS ETC.**

1. What are your suggestions on the revision of existing pension of pensioners?
2. What are your suggestions on revision of existing ceiling limits of Gratuity and Death-Cum-Retirement Gratuity?

**N.B:- All replies should practicable considering the financial condition of the State and considering its commitment to carry on with the developmental activities.**

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