



सत्यमेव जयते

GOVERNMENT OF TRIPURA

REPORT

OF THE

PAY & PENSION REVISION COMMITTEE

2017

# REPORT

OF THE

PAY & PENSION REVISION COMMITTEE

2017

## ***ACKNOWLEDGEMENT***

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I sincerely record my appreciation for valuable suggestions provided by Shri Sushil Kumar, IAS, Member. His guidance, advice, in-depth and robust knowledge on administrative services helped the Committee in accomplishing the task. I am grateful to Shri Sushil Kumar, Member for his kind hearted and invaluable inputs in the Report of the Committee.

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All the Secretaries of various Departments of the State Government also extended support by providing inputs on pay & pension and various service related issues. I record their sincere co-operation in bringing out this Report. The Committee acknowledges the quick responses received from all the Departments of the Government.

I also acknowledge that various Associations, Organizations of Government Departments and PSUs, Boards etc., and individuals responded to the request of the Committee and submitted valuable information and suggestions as requested for. They also appeared before the Committee and took part in the discussion. I record gratitude for all of them for their participation in the process without which the Committee would not have come to the conclusion in time.

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perhaps the Committee would not have successfully completed the gigantic task in record time.

I am grateful to Shri Jayanta Chakraborty, (PA-I) and Sri Nepal Debnath,(PA-II)who contributed their valuable services in bringing out of this Report.

Last but not the least, I record my appreciation for all the staff who contributed and supported in accomplishing the task of the Committee successfully.

**(G.Kameswara Rao)**  
**Chairman,**  
**Pay & Pension Revision Committee**  
**(Former Chief Secretary)**

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## ***FOREWORD***

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Tripura is one of the fastest growing economies of north-eastern India. However, its true potential of growth is slowed by high incidence of poverty, inadequate infrastructural facilities, inadequate value addition of forest resources and low capital formation due to geographical isolation, communication bottlenecks, low investment in industrial field and mounting un-employment. These issues are well known to the Central Government and owing to this Tripura is categorised as a Special Category State.

Being a Welfare State, the Government of Tripura has adopted a pro-poor approach and is implementing numerous social welfare schemes extended to all sections of the society across the State. Tripura's administration is acknowledged to be vibrant and responsive and the process of decentralisation of administration has led to effective delivery of citizen centric services right at the door steps of the residents even at the remotest corner of the State. The citizens of the State are highly more literate and hence demand high quality of services. This has led to increased expectation in respect of delivery of services from the Government machinery.

The Government machinery is driven by the services rendered by its employees. In acknowledgement of the services rendered by them, the Government employees expect enhancement in their pay structure. Therefore, the Government is inclined to revise the pay structure of the Government employees with the expectation that employees would be further motivated and improve their efficiency and productivity leading to improvement in the quality of services to the common people especially in interior and rural areas. The State Government is empowered by the Constitution of India to take up such tasks.

Under this background, the Pay & Pension Review Committee was set-up by the Government on 5<sup>th</sup> April, 2017 and was entrusted with the task of recommending revision of pay and allowances for the employees covered under the State's pay structure including the pension/ family pension of the State Government pensioners. The Committee has also been entrusted with the task of revision of pay in respect of employees of PSUs/ Boards/ Agencies etc. A period of 45 days was allowed to the Committee for completion of the entire exercise of revision of pay and pension structure, which itself is a challenging task. However, the time has been further extended upto 31<sup>st</sup> May, 2017 (total period coming to 56 days).

The Committee has adopted a practical methodology to examine the issues involved with the revision exercise. Suggestions were invited from recognised Government Employees' and Government Officers' Associations/ Unions, recognised Employees' and Officers' Associations/ Unions under PSUs/ Boards/ Agencies etc. as well as Government Department and PSUs/ Boards / Agencies etc. From 24.04.2017 to 29.04.2017 discussions were undertaken with the aforesaid stakeholders so that their viewpoint on revision of pay and pension can be understood. Chairman, Member and Secretary, Pay & Pension Revision Committee was also present in all these discussions. All the issues and the demands advocated by the stakeholders have been given due consideration. The Committee acknowledges the valuable suggestions/ views/ opinions submitted by the Employees' and Government Officers' Associations/ Unions and Government Departments and PSUs, Boards, Agencies etc., The Committee feels that the issues raised have been well presented and fair despite limitation of time.

The Committee has undertaken the exercise of revision of pay and pension on the premises that the Government servants should be adequately compensated for the services being rendered by them. It feels that the

emoluments should be sufficient enough to attract better talent towards the government machinery. It should motivate the government servants that in turn should improve the quality of services being rendered to the government employees.

The Committee has observed that the Central Government and some States have done away with the existing practice of pay band and grade pay and shifted to the new model of Pay Matrix. The new system of Pay Matrix is expected to settle issues connected to assessment of career path of an employee and also to resolve several anomalies existent as of now. The Committee found it justified to adopt a system of pay matrix suitable to the State context. However for this purpose, the financial position of the State had to be kept in mind. After taking various issues into consideration, the Committee feels that the new pay matrix can be recommended for implementation for the government servants. It also feels that some rates of allowances may be revised so as to keep pace with the existing pricing trends. The Committee is of the view that the proposed minimum pay in respect of a regular Government servant is fair and reasonable and once the allowances and facilities are added, the pay would ensure a decent living and respectable standard for all the employees including the lowest ranked regular employee of the Government of Tripura. To address grievances relating to posts where scope of promotion is limited or even not available, the Committee has proposed to bring amendments in the existing structure of the Assured Career Progression Scheme (ACPS). The pension/ family pension of the pensioners have also been examined and revised.

The task of making recommendations appropriate to the government servants, pensioners and employees of PSUs/ Boards etc., has been difficult particularly on the context of limited financial resource base of the State. The Awards from 13<sup>th</sup> Finance Commission and the 14<sup>th</sup> Finance Commission have not been encouraging especially for this State. 15<sup>th</sup> Finance Commission period is also knocking at the door. Considering the likely impact of the recommendations on the macro-economic scenario of the State and taking into account likely

impact of the next Finance Commission Award, the recommendations may be further re-examined by the Government.

The Committee feels that the recommendations made by it are sufficient to motivate and encourage and improve the public service delivery by government and semi-government sector.

**(Sushil Kumar)**  
**Member**  
**Pay & Pension Revision**  
**Committee**

**(G. Kameswara Rao)**  
**Chairman**  
**Pay & Pension Revision**  
**Committee**

Agartala

**Dated 31<sup>st</sup> May, 2017**



# **EXECUTIVE SUMMARY**

## EXECUTIVE SUMMARY

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*The Committee's recommendations on related points/ issues are stated in the relevant chapters of this Report. Broad highlights of major recommendations are as under:*

- 1. New Pay Structure:** *New pay structure is recommended in the form of pay matrix. The existing system of grade pay has been replaced with new system of Levels of the Pay Matrix. There shall be 21 Levels in the Pay Matrix. The matrix shall comprise of two dimensions viz., vertical range and horizontal range. The starting point of each level of the matrix shall be the initial pay of that Level. The pay progression of each level including annual financial progression due to increment or non-functional financial upgradation shall be accounted for in the "vertical range" whereas the movement in "horizontal range" shall be due to movement in functional role in the hierarchy including promotion.*
- 2. Date of effect:** *The revised pay as per new Pay matrix is recommended from 01.04.2017.*
- 3. Minimum & Maximum Pay:** *The **minimum pay** in respect of a regular employee of the State Government at Level 1 is recommended at **Rs. 14040.00**. Similarly initial pay of an employee at Apex scale (i.e. Level 21) shall be Rs. 1,17,000.00 and **the maximum Pay** of that level shall be. **Rs. 2,11,440.00**. The real increase in the minimum pay is **19.68%** as compared to 14.2 % as recommended by 7<sup>th</sup> Central Pay Commission.*
- 4. Disparity Ratio:-** *The disparity ratio comes to **1 : 8.33**.*
- 5. Fitment factor:** *The fitment factor is recommended as **2.25**.*

**6. Formula for pay fixation:** To arrive at the new pay as per the Pay matrix, the existing basic of each employee has to be multiplied with a factor of **2.25**. The figure so arrived at is to be located in the new pay matrix, in the level that corresponds **to the employee's grade pay as on 01.04.2017**.

**7. Rate of increment:** Annual increment may retain at present level of @ 3%.

**8. Date of increment:** It is recommended for allowing **two dates** for grant of increment i.e., on **1<sup>st</sup> January** or **1<sup>st</sup> July of every year** provided that an employee shall be entitled to only one annual increment either on 1<sup>st</sup> January or on 1<sup>st</sup> July depending on his date of appointment, promotion or grant of financial upgradation.

**9. Modified Assured Career Progression Scheme (MACPS):**

- a.** The existing Assured Career Progression Scheme is recommended to be replaced by a new scheme titled "Modified Assured Career Progression Scheme (MACPS)".
- b.** The financial upgradation will involve grant of **one increment** at existing rate in the existing Level of the pay matrix in which the pay of the employee is fixed without any further placement in the subsequent Levels.

**10. Allowances**

- a. House Rent Allowance:** House Rent Allowance is recommended to be allowed @ **8%** of the basic pay drawn in the Pay matrix subject to **maximum ceiling of Rs.3000/- per month**.
- b. Medical Allowance & Medical Insurance:** Medical allowance is recommended to be revised to **Rs. 500/- per month** for the Group-C and Group - D Government employees. **Health Department and Finance Department may examine the feasibility of introducing Health Insurance Scheme for the State Government employees.**

- c. **Disability Allowance** : Disability Allowance is recommended at the following rates:-
- Physically handicapped and Visually handicapped State Government employees @ Rs. 1000/- per month.
  - Physically handicapped and Visually handicapped Fixed Pay/DRW and Contingent Workers @ Rs. 700/- per month.
- d. **Children care Allowance**: Children care allowance is recommended @ **Rs.1000/- per month** for visually and physically handicapped employees including Fixed Pay/DRW and Contingent Workers and for employees having disabled child.
- e. **Uniform Allowance**: Uniform allowance may be **renamed as Kit Allowances**. Enhancement of rates of Kit Allowances is recommended.
- f. **Kit Maintenance Allowance**: Kit Maintenance Allowance is recommended to be revised to Rs. 300/- per month.
- g. **Training Allowance**: Training Allowance @ **Rs. 700/- per month** is recommended for only those personnel of Police/ Agriculture etc., transferred / deputed on full-time basis to the premier training Institute of their respective Department for conducting training classes to the participants.
- h. **Daily Allowance**: Revision of the entitlement slabs of daily allowance is recommended.

**11. Working days** : The feasibility of implementing **5(five) working days a week** for employees **or for considering the 2<sup>nd</sup> and 4<sup>th</sup> Saturday of the month as holidays** to gain experience for eventual conversion to five days a week if the system is found justifiable and in public interest, has been recommended.

## **12. Pension**

**a. Formula for fixation of pension/ family pension:**

- i. The revised pension/ family pension for those **who have retired prior to 01.01.2006** to be determined by multiplying the basic pension/ basic family pension, as had been fixed on 01.01.2006 under the Tripura State Civil Services(Revised Pension) Rules 2009 read with its up-to-date amendment, by 2.25, subject to minimum and maximum rate of pension.*
  - ii. The revised pension/ family pension for those **who have retired from 01.01.2006 to 31.03.2017** to be determined by multiplying their basic pension/ basic family pension, as had been fixed under Tripura State Civil Services (Revised Pension) Rules 2009 read with its up-to-date amendment, by 2.25, subject to minimum and maximum rate of pension.*
  - iii. For Pensioners who have retired on or after 01.04.2017, the pension will be 50% of the last basic pay drawn (without DA) in the prescribed level in the Pay Matrix w.e.f 01.04.2017 subject to minimum and maximum rate of pension.*
- b. Minimum & Maximum Pension:** *The **minimum pension** is recommended as **Rs. 7020/-** (i.e., 50% of the initial pay at Level 1 of the Pay Matrix) and the **maximum pension** as **Rs. 1,05,720/-** (50% of the maximum pay at Level 21 of the Pay matrix).*
- c. Death-cum-retirement gratuity:** *Ceiling of the gratuity is recommended to be enhanced to **Rs. 10.00 lakhs**.*
- d. Medical Allowance:** *Medical allowance is recommended to be enhanced to **Rs. 500/- per month**.*
- e. Commutation of pension:** *Revised commutation table recommended by 6<sup>th</sup> Central Pay Commission is recommended to be adopted for employees who has proceeded/ will proceed on superannuation on or after 01.04.2017, as the case may be.*

**13. Employees / workers other than regular scale staff: Revised rates of wages/ remuneration/ honorarium have been recommended.**

**14. State Public Sector Undertaking & Other Organisations:** *Revision of pay structure to the regular staffs of PSUs, Boards, Banks, Local Bodies etc., is recommended to be allowed on the basis of pay matrix in respect of the State Government employees keeping their financial capacities including future commitments of both long and short term in mind.*

**15. Financial implication due to revision:** *The Committee estimated that the additional annual financial implication will be around Rs. 1189.46 crore for the year 2017-18.*

#####

# **CHAPTER – 1 : INTRODUCTION**

### 1.1 Constitution of the Pay & Pension Revision Committee:

The State Government constituted the Pay & Pension Revision Committee vide Notification No. F.7(1)-FIN(PC)/2017 dated 5<sup>th</sup> April, 2017. The Committee comprised of **Mr. G.K. Rao, IAS (Retd.), Former Chief Secretary** as Chairman, **Mr. Sushil Kumar, IAS, Principal Secretary to the Government of Tripura** as the Member and **Mr. Debashish Modak, Additional Secretary, Department of Finance** as the Secretary to the Committee.

### 1.2 Terms of Reference of the Pay & Pension Revision Committee:

The Terms of Reference of the Committee are as under :-

- (i) Revision of pay based upon the pay structure of 2009 revision for the employees covered under the State's pay structure which will include State Government employees, employees of High Court of Tripura and sub-ordinate judiciary, Tripura Legislative Assembly Secretariat, Tripura Public Service Commission, Grant-in-aid Schools, employees of Tripura Board of Secondary Education, Constitutional Bodies.
- (ii) Consideration of anomalies in pay scales arising out of 2009 revision.
- (iii) DA elements and formula for future payment of DA, taking into account DA presently sanctioned by the State Government.
- (iv) Fixation formula for revision of pay for the existing employees.
- (v) Revision of rates of different existing allowances.
- (vi) Service related matters and service conditions arising out of revision.
- (vii) Revision of norms of pay for classification of Government employees in groups.
- (viii) Revision of pensions, other issues related to retirement benefits of State Government employees.



(ix) Any other matters/ issues that may be referred by the State Government to the Committee.

The Committee is empowered to devise, in consultation with Government, its working procedure to accomplish the task.

The Committee will make recommendations which may be desirable and feasible, keeping in view and having regard to, amongst other relevant factors:

- (a) The pay structure of "The TSCS(Revised Pay) Rules, 2009" with its up to date amendments,
- (b) The pension and other retirement benefits of "The TSCS(Revised Pension) Rules, 2009" with its up to date amendments,
- (c) Amalgamation of DA,
- (d) Resource position of the State Government and its commitment on development activities.

The Committee will make an estimate of the costs involved in implementing their recommendations; suggest sources of funds for meeting the additional expenditures required for implementing the recommendations. The Committee shall have consultations with the Finance Department of the State Government in this respect.

The Notification on constitution of the Committee and its Terms of Reference is appended to this Report as **Annexure-1**. The Committee will submit its report along with recommendations within a period of 45 (forty five) days from the date of notification of its constitution.

### **1.3 Extension of time for submission of Report:**

The State Govt. vide Notification No F.7(1)-FIN(PC)/2017 dated 19<sup>th</sup> May, 2017 has extended the period of submission of report along with

recommendations up to 31<sup>st</sup> May, 2017. The Notification on extension of time for submission of Report by the Committee is at **Annexure-2**.

#### **1.4 Special features of task entrusted to the Committee:**

In the past, the State Government had constituted Pay Commissions for revision of pay scales of the employees and accordingly Terms of References were envisaged. All the Pay Commissions were provided a much longer time period for accomplishment of their task. However, this time, although the Terms of Reference given to the Committee remained almost identical to the earlier Pay Commissions, a much shorter short time period was stipulated to accomplish the task. The Committee had to work under this time constraint. Accordingly, relatively speaking, a truncated methodology had to be adopted and many aspects of the work had to be condensed or reduced in order to fit into the given time frame.

#### **1.5 Background:**

Generally the pay structure of the State Government employees and pensioners are being revised at an interval of 10 years. Since attainment of the Statehood, the revisions of pay structures of the State Government employees have been taken up during 1974, 1982, 1986, 1996 and 2006. Usually, an interval of 10 years has been followed during last 3(three) revisions i.e., w.e.f 01.01.1986, 01.01.1996 and 01.01.2006. In the present case, 11 years have already elapsed. The 7<sup>th</sup> Central Pay Commission and some of the States have also revised the pay structure of respective Government employees' w.e.f. 01.01.2016. While in some other States, the effective date of implementation of the revised pay structures etc. has been proposed from 01.04.2016. In conformity with this development, the State Govt. constituted the present Pay & Pension Revision Committee for giving recommendations on the revision of the pay structure of the State Govt. employees and pensioners.

The Committee has examined the Reports of the successive State Pay Commissions and Pay Review Committee and has considered the Revision of Pay Rules framed by the Government of Tripura following the submission of those reports during the last four decades. During the last four revisions, the State Government followed scale to scale revisions while revising the pay structure of State Government employees in line with the Central Pay Commissions. During the last pay revision period, the State Government adopted the Pay Band and Grade Pay model as had been recommended by the 6<sup>th</sup> Central Pay Commission. The 7<sup>th</sup> Central Pay Commission has deviated from the paradigm followed by the previous Central Pay Commissions. It has recommended for adopting the new pay matrix. The pay matrix guides movement of an employee through “vertical range” as well as “horizontal range”.

#### **1.6 Time Limitation:**

The Pay & Pension Revision Committee was given a very tight schedule of 45 days to submit its report; which has been further extended upto 31<sup>st</sup> May, 2017. Previous State Pay Commissions and the Pay Review Committee took a much longer tenure to submit their report. The Pay & Pension Revision Committee noted with grave concern the validity of forthcoming period of Fifteenth Finance Commission and how its likely award will impact the State’s finances and resultant availability of State resources. The Committee felt that the financial impact of the revision of pay and pension would necessarily need to be taken into consideration by the Fifteenth Finance Commission when it makes its recommendations and the State Government would have to prepare for projecting this aspect well in time.

This tight schedule imposed many restrictions on the Committee. Firstly, the Committee was constrained to consult only the recognized Employees’ Associations and the Government Departments and PSUs/ Boards etc., to assess at the correct status and the expectations of the employees and the Departments

etc. The Committee took a conscious decision not to go in for free-wheeling and open-ended discussions with unrecognized associations or individual employees though individual representations were duly taken into account. Secondly, the Committee considered all the anomalies/ deviations brought before it but due to time constraints not all cases could be taken to logical conclusion but the Committee considered them with due seriousness and sought to highlight these issues for further examination at appropriate time by the concerned.

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## **CHAPTER – 2 : METHODOLOGY**

### **2.1 Methodology of Working:**

The methodology followed by the Committee has been a combination of theoretical and empirical investigations and detailed examinations of facts on record with a view of making reasoned recommendations taking account of realistic scenario as far as possible. Briefly stated, it may be noted that while preparing the questionnaires, collecting data from primary and secondary sources, processing the data including collation through applications of ICT have been a part of the empirical investigation, study of various models of pay determinants, Central as well as State Pay Commission reports, Revision of pay rules framed by the State Government constituted the theoretical concepts.

### **2.2 Publicity:**

For a multi- stakeholder consultations , the Committee made all possible endeavors to get views, suggestions and opinions from as wide cross-section of stakeholders as possible. The Notification constituting the Committee along with Terms of References was published in about 5(five) local newspapers and also hosted on the State portal for general publicity. The time schedule for submission of representations was initially kept upto 20.04.2017 which was further extended upto 22.04.2017. The time schedule also received wide publicity in the local TV satellite and local websites.

### **2.3 Questionnaires:**

With an objective to hold wide stakeholder consultations and to collect as much information as possible from the employees through their organizations and also from various Departments, the Committee designed two separate questionnaires inviting opinions/ views and suggestions from all recognized Associations/ Unions as well as Departments. The questionnaires have been

circulated to all concerned through a Notification published in the local newspapers and also hosted on the website of the State Govt. The said questionnaires inviting opinions/ views and suggestions from all recognized Associations/Unions is appended to this Report as **Annexure-3** and that pertaining to Departments is appended to this Report as **Annexure-4**. Names of Associations and Departments which had submitted replies to the questionnaire are appended at **Annexure-5** and **Annexure-6** of the Report respectively. It was noticed that although replies on the questionnaire were sought only from the recognized Associations and the Departments, some representations were also received from other unrecognized Associations as well as individuals and were also taken into account.

#### **2.4 Formal Discussions with the Associations and Departments:**

In spite of time constraints, the Committee met the representatives of all recognized Associations/Unions and the Departments for consultations, who appeared before the Committee. The date for discussions with recognized Associations/ Unions scheduled from 24.04.2017 to 26.04.2017 was extended upto 27.04.2017. During that period, 43 different Officers' & Employees' Associations/ Unions made their presentations/ representations and all were given due time and were duly heard. Thereafter, discussions were held with 49 Departments during the period from 28.04.2017 to 29.04.2017. The list of Associations and the names of Departments with whom the Committee met is reflected in **Annexure-7** and **Annexure-8** of the report respectively. Although the Committee could not provide time for formal hearing to the un-recognized Associations and individuals due to time constraints, yet the written materials received from them were examined and duly considered.

#### **2.5 Data collection and examination:**

For accomplishment of the task within the tight time-schedule, the Committee utilized the data available in the official documents such as Finance



Accounts, Economic Review of the State, and State Budget and other documents from the Statistics Department of the State. Besides these, the data and documents submitted by different Departments have also been taken into consideration. Information on employees profile, retirement profiles etc., was taken from the 'Budget at a Glance' of the State Govt. The Central Pay Commission report and other State Pay Commission reports, both past and present, have also been studied.

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## **CHAPTER – 3 : SOCIO-ECONOMIC PROFILE OF TRIPURA**

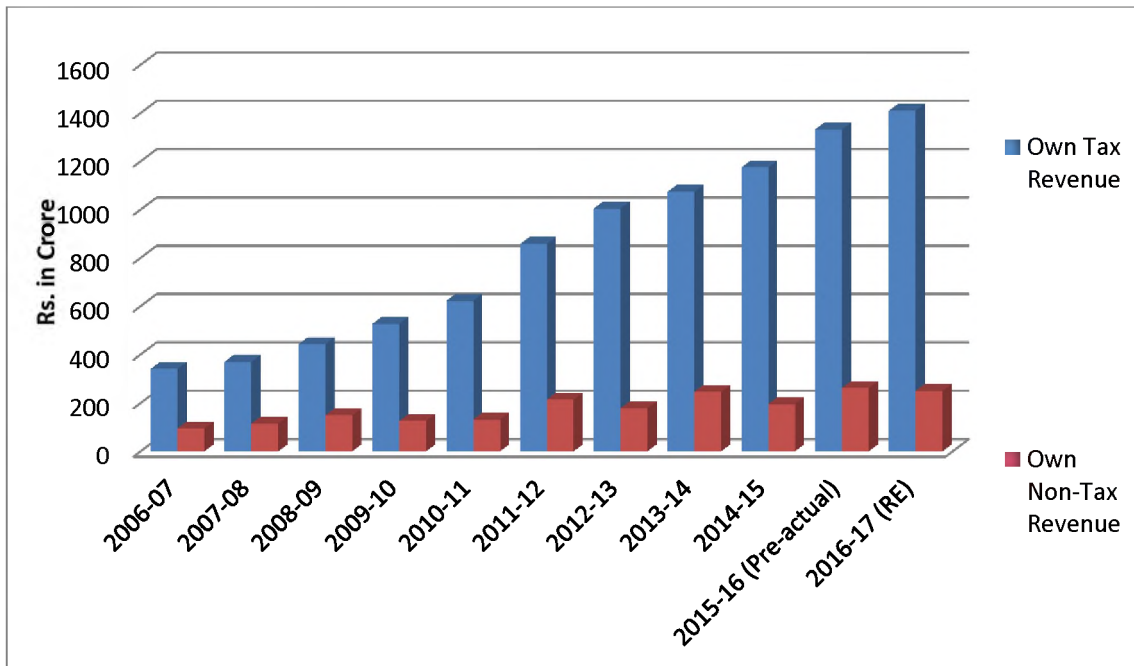
### 3.1 Introduction

An understanding of the status of Tripura's economy and finances was required prior to examining the financial implications due to proposed revision of pay and pension. This is due to the fact that the extent of revision of pay and pension is directly dependent upon the capacity of State's economy to bear the burden.

The land-locked State of Tripura became a full-fledged State on the 21st January, 1972. It has 8-Districts, 23-Sub-Divisions, 58-Blocks created after re-organisation of its administrative units in the year 2012. There is one Tripura Tribal Areas Autonomous District Council (TTAADC) created under the Sixth Schedule of the Constitution. The economy of Tripura is basically agrarian and characterized by high incidence of poverty, inadequate infrastructural facilities, inadequate use of forest and mineral resources towards value addition, and low capital formation due to geographical isolation and communication bottlenecks, low progress in industrial field and high un-employment problem. Due to combination of these factors, Tripura falls under the Special Category State.

### 3.2 Dependency on Centre

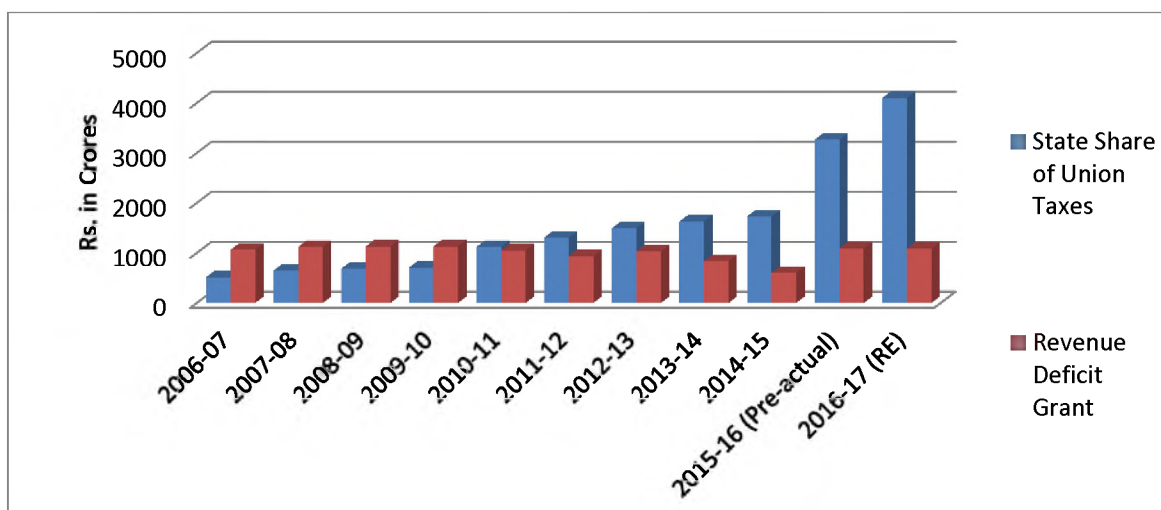
A look at **Table No. 1** on the status of revenue receipts of the State during 2006-07 to 2016-17 would reveal that the quantum of revenue generation from State's own tax and non-tax revenue sources has been very meagre and is totally insufficient to meet the natural annual increases including expenses due to revision of pay and pension. Graphical representation of State's own Tax & Non-Tax Revenue generation is given below:-



It would appear that the growth in the State's Own Revenue (Tax + Non-Tax) over previous year has been 15.59%, 42.18%, 10.37%, 11.58%, 3.75%, 16.42 % and 4.15% respectively during 2010-11, 2011-12, 2012-13, 2013-14, 2014-15, 2015-16 and 2016-17. Due to such lower figures of own resource generation, the State has to depend on the Central Government.

### 3.3 Trends in receipts from Centre

The trend in the growth of Share of Union taxes over the previous year may be seen at the chart below:-



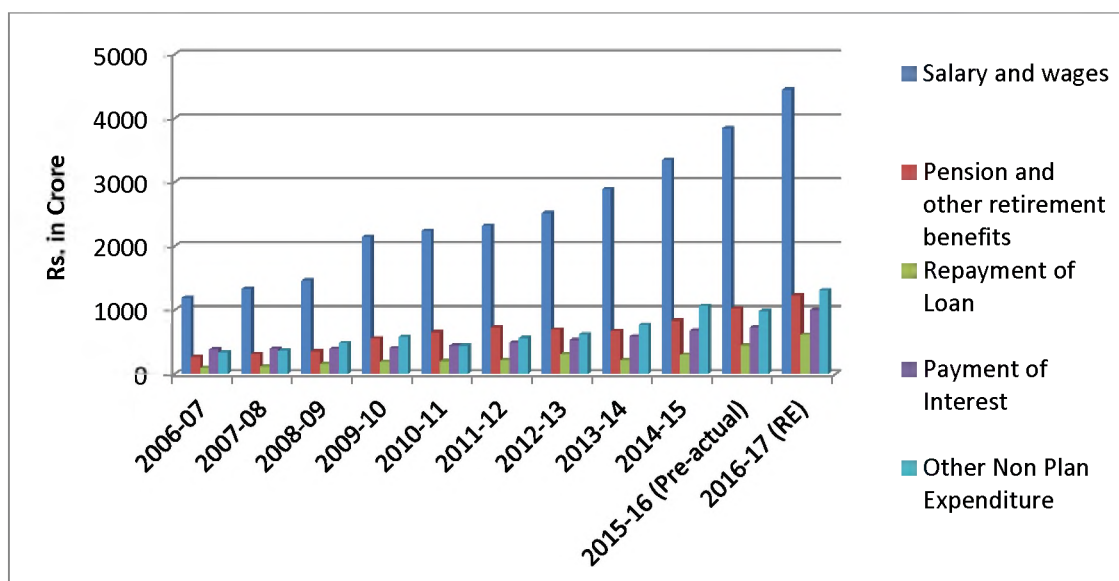
It is observed that though there is a positive growth in the Share of Central Taxes over the period from 2006-07 to 2016-17, the percentage growth is, however, not very encouraging. The percentage growth in share of central taxes over previous years are 16.50%, 14.20%, 9.18%, 6.13% during the period from 2011-12 to 2014-15 respectively. During the same period, the percentage growth in Revenue Deficit Grant is (-) 11.39 %, 10.28 %, (-) 18.94 %, (-) 28.14%, respectively. As such, during the award period under the 13<sup>th</sup> Finance Commission, the State has adversely suffered from lower growth in the receipts from Centre. Due to this, the non-plan revenue expenditure has got adversely affected putting greater pressure to reduce expenditure even on certain essential items necessary for running the administration.

With the implementation of recommendations of the 14<sup>th</sup> Finance Commission, the allocation towards Block Grants [i.e., Normal Central Assistance (NCA), Special Central Assistance (SCA), Special Plan Assistance (SPA) etc.,] have been stopped. Though the share of Central taxes has increased but a considerably higher portion of the said amount had to be utilized for supporting the on-going infrastructural and other development activities. Further, the percentage growth in Share of taxes has also come down in the year 2016-17 based on its receipt in the year 2015-16.

### **3.4 Expenditure trends:**

It reveals from the statement above that the State's Own Revenue Receipt is about 20% of the total receipt of the State which indicates dependency on availability of fund under Revenue Deficit Grant/ Share of Union Taxes. There is not much increase in the Revenue Deficit Grant over the last 7(seven) years. Rather, it reveals that the Revenue Deficit Grant gradually decreased over the years during 13<sup>th</sup> Finance Commission and 14<sup>th</sup> Finance Commission period. The lion share of Non-Plan expenditure relates to salary, pension and other committed liabilities like repayment of loan, payment of interest etc. The figures at Table No.

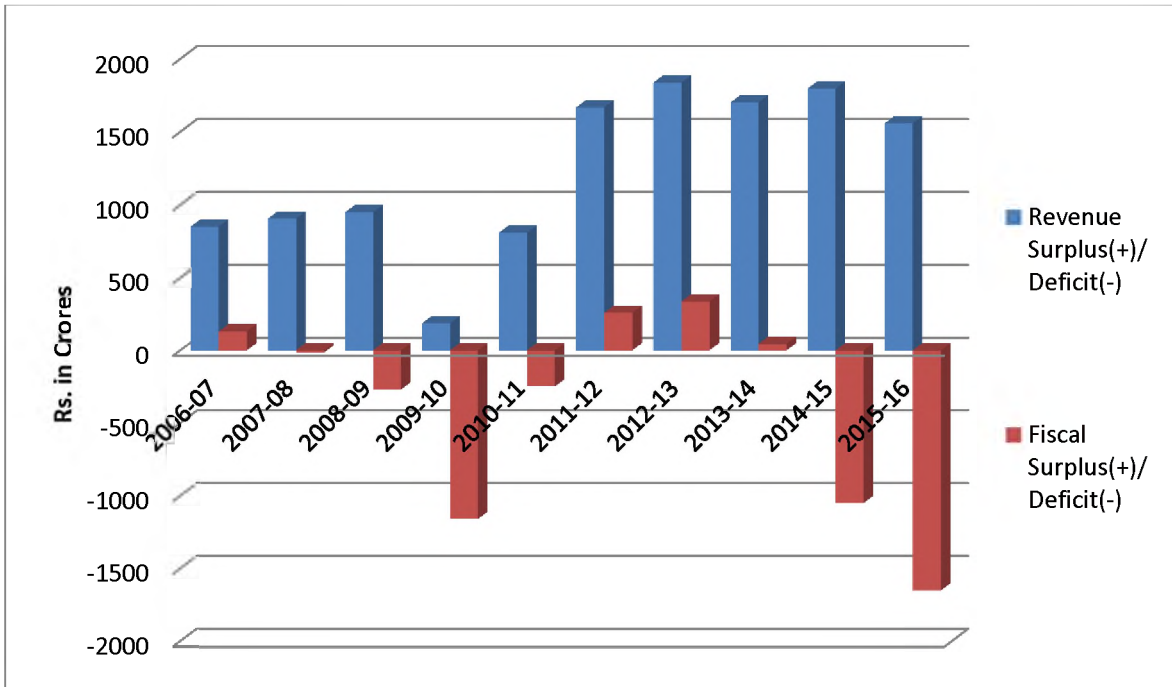
2 reflect the quantum of non-plan revenue expenditure over a period 10 years. Graphical representation of the expenditure pattern is given below:-



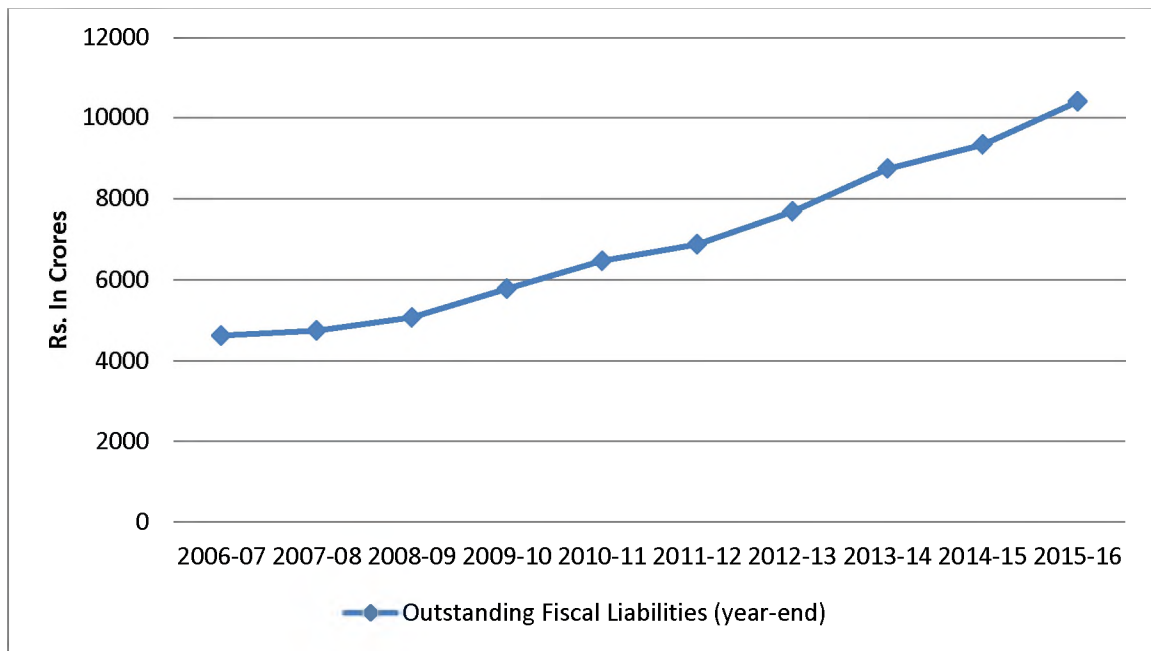
The expenditure on salary, wages and pension constitute a major part of the Non-Plan Revenue Expenditure. From **Table No. 2**, it would become apparent that there is a persistent increase in the quantum of non-plan expenditure. Though there is a decline in the percentage of pension related expenditure in some years due to delay in fixation of pension due to amendments in the pay and pension rules, yet such decline has lately been covered up to show new spikes in expenditure.

### 3.5 Fiscal Indicators during 2006-07 to 2015-16

The fiscal indicators indicated at **Table No. 3** reveals that the State remained revenue surplus during the period due to able management of State finances but the fiscal deficit increased substantially during 2014-15 and 2015-16. Graphical representation of the fiscal indicators is given below:-



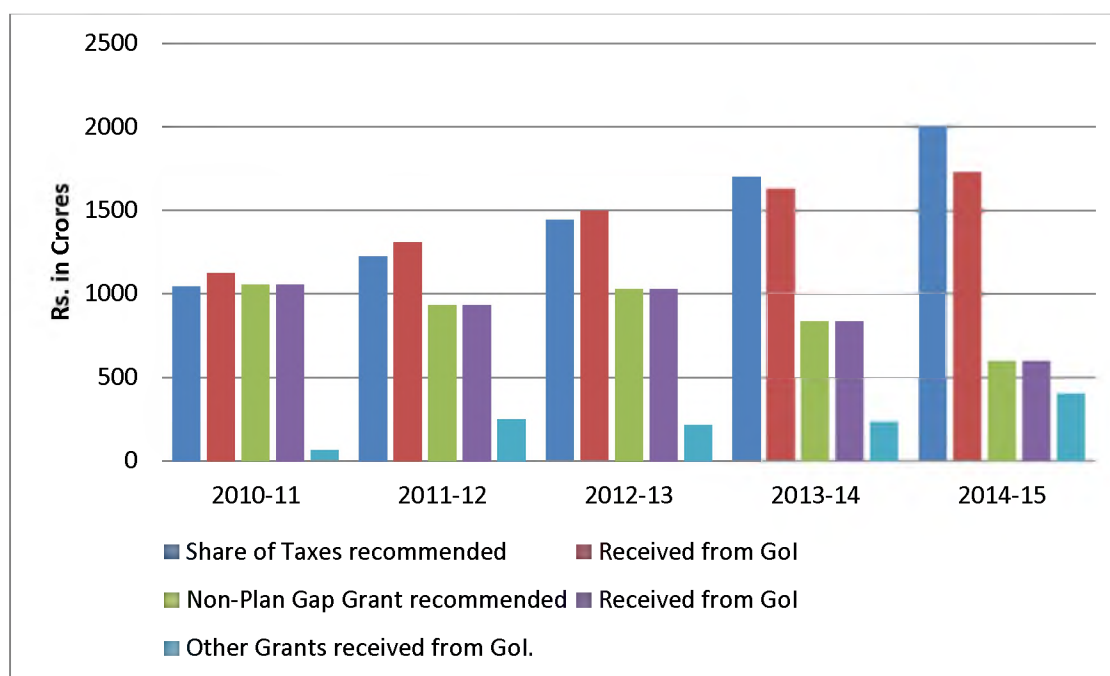
The above will also reveal that the outstanding fiscal liabilities at the end of the year for the said period increased substantially from Rs. 6873.63 crore during 2011-12 to Rs. 10395.19 crore during 2015-16. The position of outstanding fiscal liabilities is given below:-





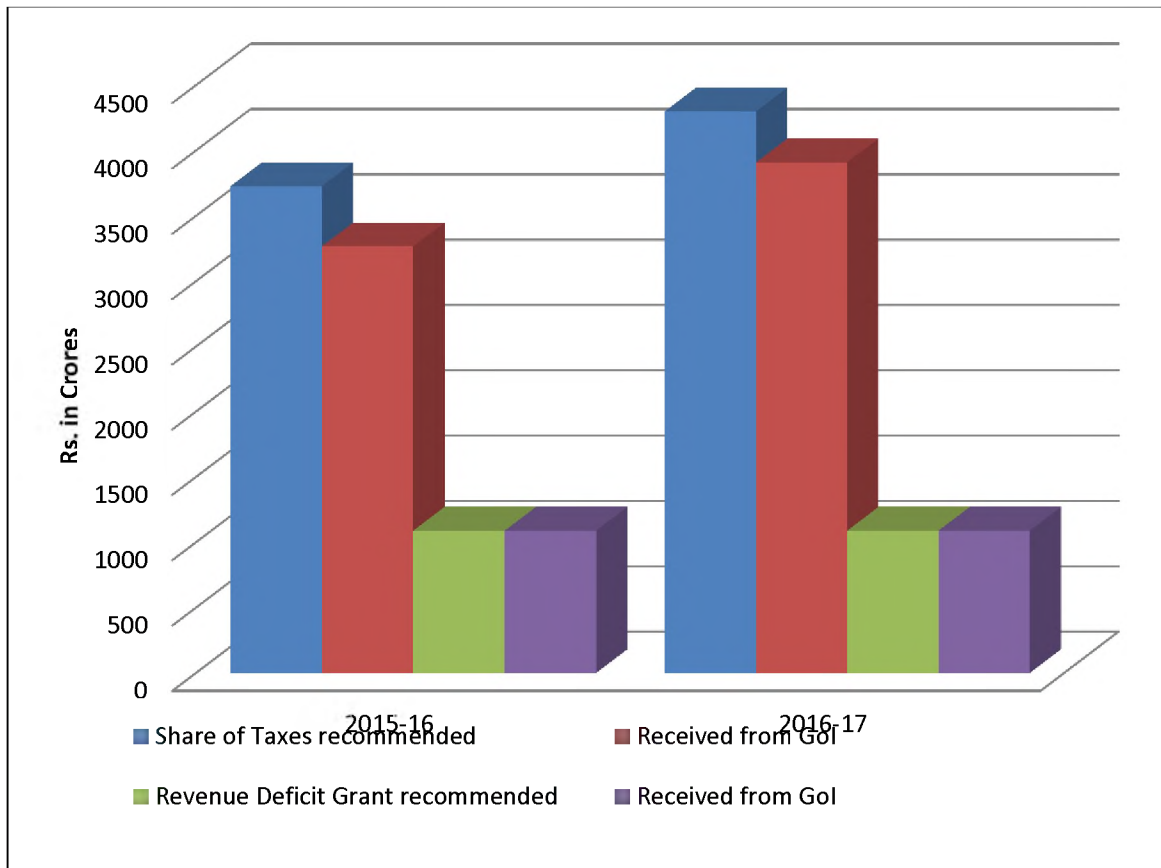
### 3.6 Awards under 13<sup>th</sup> Finance Commission and 14<sup>th</sup> Finance Commission

**Table No. 4** represents the status of fund received during the 13<sup>th</sup> Finance Commission period. A graphical representation of the fund is given below:-



A study of the aforesaid information would indicate that the growth in fund received from Govt. of India in respect of recommendation against Share of Taxes has declined over years. Similarly, the fund under Non-Plan gap grant recommended has also declined over years. The quantum of other grants received from Govt. of India has not been sufficient to meet up the deficit of the aforesaid categories of fund. So, overall the State position has been affected adversely.

**Table No. 5** represents the status of fund received during the 14<sup>th</sup> Finance Commission period. A graphical representation of the fund is given below:-



During the 14<sup>th</sup> Finance Commission, there has been deviation from the historical system of devolution of fund due to abolition of Planning Commission and formation of NITI Aayog. Though the percentage of devolution of Central Taxes has been shown to increase from 32% to 42%, but the allocation towards Block Grants [i.e., Normal Central Assistance (NCA), Special Central Assistance (SCA), Special Plan Assistance (SPA) etc.,] have been stopped and net effect at present has put pressure on the State's finances.

It would reveal from the foregoing paragraphs that the State Government is primarily dependent on the Centre for meeting up gaps of its finances. But with the declining trends in the receipts, the State Government faces a tough task in matching revenues with the increasing development expenditure and the current ,

almost mandatory task of revising the pay scales has become challenging before the State.

### **3.7 Economy of the State:**

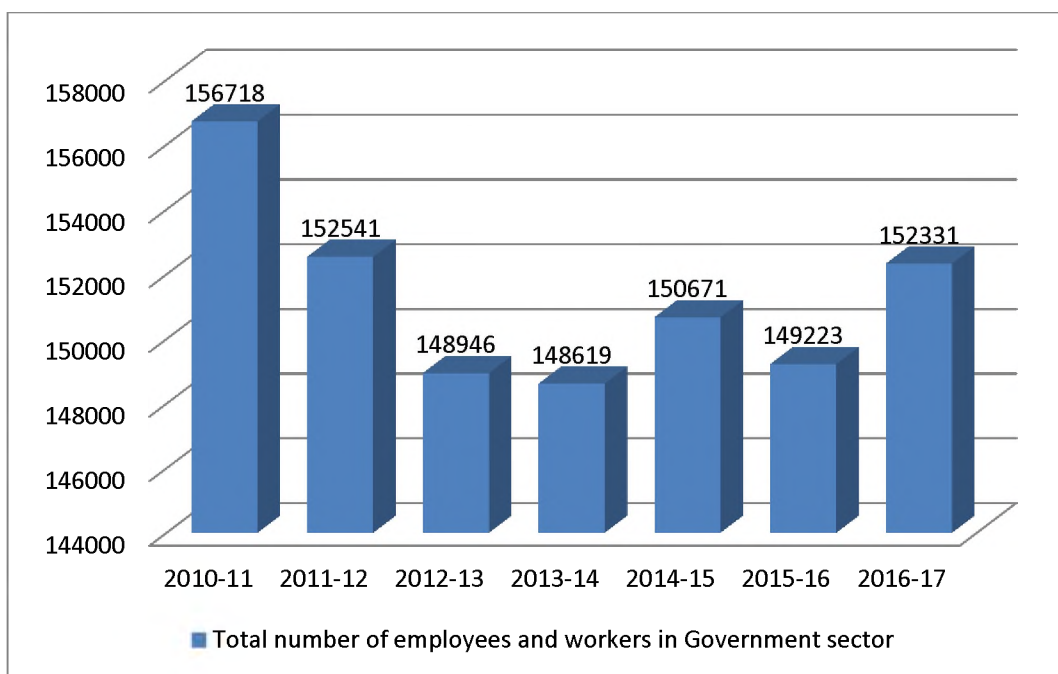
**Table No. 6** indicates the status of Gross State Domestic Product (GSDP) and Net State Domestic Product (NSDP) at new base of 2011-12. The percentage growth in Gross State Domestic Product (GSDP) based on current prices at new base of 2011-12 during the year 2012-13 to 2014-15 is 12.8%, 18.1% and 15.9% respectively. On the other hand, the percentage growth in Net State Domestic Product (NSDP) during the same period is 12.7%, 18.8% and 17.8% respectively. During the same period the per-capita income has increased from Rs. 47079 in 2011-12 to Rs. 52434 in 2012-13, Rs. 61570 in 2013-14 and Rs. 71666 in 2014-15. At the same time the national per capita income rose from Rs. 63460 in 2011-12 to Rs. 71050 in 2012-13, Rs. 79412 in 2013-14 and Rs. 86879 in 2014-15.

As per the Economic Review of Tripura 2015-16, the rate of literacy is 95.16 % in 2013 which is 7.94 % above the rate indicated after Census 2011. Due to the constraints pointed in para 3.1 above, the industrial sector has not yet developed in the State though the State Government continues to accord top priority and has announced a slew of incentives to promote its growth. Historically, huge number of educated unemployed youth, perforce have to depend on the State Government for job opportunities. This has resulted in high number of State Government employees and State Government pensioners.

### **3.8 Position of Government employees**

The employees of the State Government are classified into four categories viz., Group – A, Group-B, Group-C and Group – D. **Table No. 7** reflects the total number of employees of the State Government including fixed pay and other category of workers. Due to State Government's avowed policy of people's welfare and decentralised governance, the government machinery perforce had to be

expanded over the years. As stated, due to low growth of industrial sector, majority of the educated unemployed youth looks to join the Government sector and relative stagnation of salaries in private sector has added attraction towards the government jobs. The huge number of employees is in addition of fixed pay/ DRW and other categories of casuals and contingent workers. The chart below indicates the total employees in the Government sector.



Other than the above, the State Government also bears a proportionate expenditure on the honorarium of about 19000 Anganwadi Workers and Anganwadi Helpers under the ICDS. There are some other categories of the employees and workers who are working in the PSUs/ Autonomous Organisations/ Agencies/ Corporations etc. Reports of previous Pay Commissions/ Committee indicate that whenever revision of pay of the State Government employees have been carried out, a similar exercise has also been done in respect of these employees and workers. It is estimated that about 9000 employees and workers engaged in the PSUs/ Autonomous Organisations/ Agencies/ Corporations etc., have also benefitted due to such revision. This highlights that the liability of the

State Government to meet the rising number of employees have been increasing over years.

In a situation when the resources are getting limited with each passing year, the task of revision of pay and pension structure of the employees and pensioners of the State has become a challenging task.

## **CHAPTER – 4: PRINCIPLES OF PAY**

**4.1** In the context of Indian federal set-up, the States are expected to follow the models being conceptualised by the Union because the Central policies influence the mode of governance of the States, barring few exceptions.

When it comes to determination of pay, a broad set of issues require to be addressed. There has always been a supply-demand dynamics that dictate the pay expectations of employees. In a State like Tripura where industrial avenues are limited, the role of the Government as an employer has assumed importance over the years. Hence a significant portion of the educated mass is absorbed in the government machinery as government employees. While determining the pay of such higher number of employees, the issues connected to their education levels, modes of recruitment, levels of duties and responsibilities, degree of complexities of the tasks assigned, proficiency levels etc., have to be considered. Another issue that needs careful evaluation is differentiation of pay due to the placement of employee in the horizontal as well as vertical relativities. Even the retirement benefits have to be taken care of. Therefore, there is a need for a comprehensive model that can address the different concerns arising out of revision of pay.

**4.2** It is debatable to propound of a single theory that can address all issues connected to determination of pay. Different Central Pay Commissions constituted after independence have resorted to different theories of pay determination while making their recommendations on revisions of pay. Though some theories like the idea of "*State as a model employer*", the principle of "*equal pay for equal work*", the principle of "*fair comparison*" etc., have been discussed at length by various quarters as models of pay determination but their relevance in State context has not been encouraging. However, the principles of "Inclusiveness, Comprehensibility and Adequacy" as formulated by the Third Central Pay

Commission, in general, have been accepted as principal determinants of pay revision. In the words of the Fourth Tripura Pay Commission "*... this principle intends to ensure parity both at the horizontal and vertical levels, covering those institutions that also enjoy autonomy... the various types of allowances should be merged rationalised and merged with the scale of pay as far as practicable. Retirement benefits, career prospect, all these should also come within the purview of comprehensibility.... An employee should get pay commensurate with his skill, educational qualification, level of duty and responsibility, experience etc.,... In short, the remuneration and conditions of service should be so conducive as to attract and retain talents and skills.*"

**4.3** The focus of the 6<sup>th</sup> Central Pay Commission has been on the concept of Need-Based Wage, the parameters of which were determined during the 15<sup>th</sup> Session of Indian Labour Congress (ILC) in July 1957. The Pay Revision Committee 2008 had also adopted the concept of Need-Based Wage, in principle, but with variations in the factors while making recommendations on revision of pay.

In words of Seventh Central Pay Commission "*... the ILC norms, along with other supplements (the entire set of seven components), are the best approach to estimating the minimum pay as it is a need-based wage calculation that directly costs the requirements, normatively prescribed to ensure a healthy and a dignified standard of living.*" This Committee also feels that there is enough ground in determining the pay of an employee in terms of the Need-Based Wage approach. But in such an event, the financial condition of the State may not be deterred. Thus, the Committee also considers it appropriate to adopt the need-based approach in determining the minimum pay subject to certain customization according to State specific needs.



## **CHAPTER – 5 : DETERMINATION OF PAY**

### 5.1. The trends so far:

Since attainment of Statehood, the State Government had constituted 4 State Pay Commissions and a Pay Review Committee to look into the affairs of pay revision of employees. Each Pay Commission had its own distinct methodology and a set of recommendations. Almost all the Pay Commissions of the State Government and the Pay Review Committee have recommended revision of pay based on the models accepted by the-then Central Pay Commissions but with slight adjustments so as to suit the State specific needs.

In all the previous periods of pay revision, the focus has been on providing better levels of pay and allowances to employees so that they have a better job satisfaction and a decent living that would lead to higher efficiency and productivity.

The 4th Tripura Pay Commission adopted the model of constant relative income and recommended application of 21 Pay scales. Under this method, the minimum pay was arrived at by adding the basic pay drawn in the pre-existing scale on a reference date with the admissible DA on that date and a compensation factor. The reference date for that purpose has been taken as 01.01.1996.

The Pay Revision Committee 2008 adopted the Need Based Wage concept set up at the 15th Session of Indian Labour Conference as appropriate for determining the minimum salary for the State Govt. employees. The system of pay scales was done away with and a new system of Pay Band and Grade Pay had been introduced. In the existing system, the erstwhile 21 pay scales have been grouped into 6 running Pay Bands and 21 distinct Grade Pay.

## **5.2. Approach :**

The Committee observed that Seventh Central Pay Commission have resorted to Dr. Aykroyd formula to arrive at the minimum pay and thereafter have devised a new method of pay matrix to determine the revised pay of the employees of the Central Government. Some States have also resorted to the similar method of determination of minimum pay based on Dr. Aykroyd formula. Several Associations and Unions representing before the Committee has also demanded for adopting the pay matrix system to overcome the deficiencies of the current Pay Band and Grade Pay structure.

The Committee has observed and found that calculation of minimum pay using Dr. Aykroyd formula has its own advantages as it encompasses the bare minimum requirements of a small family. It mandates that the minimum wage shall be calculated on the basis of the following:

- (i) The standard working class family consisting of one earner, his spouse and two children below the age of 14 years should be taken to comprise three consumption units; the earnings of women, children and adolescents being disregarded.
- (ii) Minimum food requirements should be calculated on the basis of a net intake of 2700 calories per day, as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.
- (iii) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give for the average worker's family of four a total of 72 yards.
- (iv) In respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under the Subsidised Residential Housing Scheme for low income groups ; and
- (v) Fuel, lighting and other miscellaneous items of expenditure should constitute additional 20 per cent of the total minimum wage.

The pricing indices adopted by the Seventh Central Pay Commission and some States may not be relevant to Tripura and hence the price of commodities in

the context of Tripura has been taken into consideration for arriving at a minimum pay.

Tripura has its own limitations due to its geographical isolation, accessibility and communication issues. Though in some items the State has achieved self-sufficiency yet in many other cases it has to import commodities from outside the State. As a result, the prices of the food products and other commodities are not consistent with that of national average. Therefore, the Committee has considered the prices of consumption units as reflected in the records of various Departments.

The items of consumption considered at the Union level to calculate the expenses in respect of consumption units has been taken into account for calculation of minimum pay but with slight variations in prices to so as to suit the State economy. The variations in prices during January, 2017 to May, 2017 have been examined and price of each commodity has been considered to that effect. Towards this end, the prices of rice/wheat, dal, edible oil and sugar have been taken from the Food, Civil Supplies and Consumer Affairs Department while that for raw, green and other vegetables have been taken from Agriculture Department. The prices of fruits, milk, meat, egg and fish have been taken from Horticulture, Animal Resources Development and Fisheries Department respectively. The prices of detergent and clothing etc., however, have been maintained at the same rate as at the Seventh Central Pay Commission. Adequate provisions have been kept for fuel, electricity, water charges, recreation etc. keeping its State specific factors.

The Central Government has done away with the system of Group – D employees during the Sixth Central Pay Commission period. Accordingly, Seventh Central Pay Commission had made a provision of adding 25% towards skill factor. The Committee have observed that there has been no proposal for upgrading Group-D employees under the Report of Pay Revision Committee, 2008. Hence, classification of employees under Group-D has been retained in the State. This

Committee also does not feel that the existing structure of classification of employees and its hierarchy should be tinkered with. Hence, the Committee has kept a lump-sum amount towards skill upgradation. The Committee also feels that there should be some room for compensating the higher prices in the State. Accordingly, a factor 10% has been provided for the aforesaid purpose.

### 5.3. Calculation of minimum pay as on 01.04.2017 by Pay & Pension Revision Committee

Taking the aforesaid issues into consideration, the minimum pay arrived at that is fit for recommendation for the lowest ranked State Government employee comes to Rs. 14040.00 per month (Refer: Table No. 8).

Sl. No.	Item	Per day PCU	Unit	Per month 3 PCU	Unit	Price/ Unit (Rs.)	Expenses (in Rs.)
1	Rice/ Wheat	475	gm	42.75	kg	38.00	1624.50
2	Dal (Masoor/ Toor/ Urad/ Moong)	80	gm	7.20	kg	98.00	705.60
3	Raw Vegetable	100	gm	9.00	kg	22.00	198.00
4	Green vegetable	125	gm	11.25	kg	35.00	393.75
5	Other Vegetable	75	gm	6.75	kg	54.00	364.50
6	Fruits	120	gm	10.80	kg	120.00	1296.00
7	Milk	200	ml	18.00	ltr	60.00	1080.00
8	Sugar/ Jaggery	56	gm	5.04	kg	55.00	277.20
9	Edible Oil	40	gm	3.60	kg	120.00	432.00
10	Fish			2.50	kg	140.00	350.00
11	Meat			5.00	kg	130.00	650.00
12	Egg			90.00	Nos.	6.00	540.00
13	Detergent etc			Rs/ month		291.31	291.31
14	Clothing			5.50	meter	164.88	164.88
15	Total (1-14)						8367.74
16	Fuel, Electricity, Water charges						2091.94
17	Total (15) divided by 0.80						10459.68
18	Marriage, recreation, Festivals etc						1845.83
19	Total ( 17) divided by 0.85						12305.50
20	Provision for skill (lumpsum)						500.00
21	Sum(19+20)						12805.50
22	Housing @						396.05
23	Total (21) divided by .97						13201.55
24	Step up to compensate for higher prices in Tripura (10% of 15)						836.77
25	Final minimum Pay as on 01.01.2016(23+24)						14038.32
26	<b>Minimum Pay (rounded off to next 10)</b>						<b>14040.00</b>

**5.4.** The minimum pay so arrived at in case of lowest ranked regular employee of the State Government is **2.25 times** the existing minimum pay of Rs. 6240.00 (Pay in Pay Band = Rs. 4840.00 + Grade Pay = Rs. 1400.00) and it is recommended to be given effect **w.e.f 01.04.2017**. The real increase in the rate of minimum pay is **19.68%** which in fact is higher than the real increase in respect of Central Government employees (14.2 %). Accordingly, **the new basic pay for any State Government regular employee at any level w.e.f 01.04.2017 would be obtained by multiplying 2.25 with the existing basic pay (i.e., existing pay in pay band + existing grade pay) as on 01.04.2017.**

The Committee is of the view that the minimum pay in respect of a regular employee of the State Government needs to be recommended at **Rs. 14040.00 w.e.f 01.04.2017** which would both be fair and reasonable. And once other admissible allowances and facilities are added, the pay would go a long way in ensuring a decent living standard for the lowest ranked regular employee of the Government of Tripura.

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# **CHAPTER – 6 : REVISED PAY STRUCTURE**



The impact of revision of pay structure of State Government employees on State finances cannot be neglected. Such enhancement in pay causes cascading effect upon the socio-economic scenario of the State. The primary task of the State budget is to maintain a balance between the expenditures on the revenue and capital account so that the dynamics of supply-demand does not distort the macro-economic scenario of the State.

### **6.1 Terms of Reference :**

The working of the Pay and Pension Revision Committee is limited to the subject of its terms of reference. The inherent propositions lying beneath these terms of reference indicate towards revising the existing pay structure to newer standards so that there is a sense of motivation amongst the Government employees to work for people's welfare and public interest. While examining the issues of pay revision, the Committee had to bear in mind the anomalies arising out of revision of pay scales fixed during 2009, fixation formula for revision of pay of the existing employees, revision of pay for the existing allowances etc., and to evolve a mechanism that would best address the glaring loopholes in the existing system.

### **6.2 New Pay Structure:**

The present system of pay band and grade pay came into existence in the State pursuant to acceptance of the recommendations of the last Pay Review Committee. The 21 pay scales borne out of revision of pay w.e.f 01.01.1996 had

been grouped into 6 running Pay Bands and 21 distinct Grade Pay w.e.f 01.01.2006. The resulting pay structure is shown in the table below:-

	<b>Pay Band – 1 : Rs. 4840 – 13000</b>					
<b>Grade Pay</b>	Rs. 1400	Rs.1650	Rs.1800	Rs.1900		
	<b>Pay Band – 2 : Rs. 5700 - 24000</b>					
<b>Grade Pay</b>	Rs.2000	Rs.2100	Rs.2200	Rs.2400	Rs.2800	Rs.4200
	<b>Pay Band – 3 : Rs. 10230 - 34800</b>					
<b>Grade Pay</b>	Rs.4400	Rs.4600	Rs.4800			
	<b>Pay Band – 4 : Rs. 15600 - 39100</b>					
<b>Grade Pay</b>	Rs.5400	Rs.6600	Rs.6800	Rs.7000	Rs.7100	Rs.7600
	<b>HAG + : Rs. 37400 – 67000</b>					
<b>Grade Pay</b>	Rs.8700					
	<b>Apex Scale : Rs. 52000 – 77000</b>					
<b>Grade Pay</b>	NIL					

The representatives of several Associations have put forward a number of grievances connected to the existing system of pay bands and grade pay. They represented before the Committee to devise new measures that could reduce the shortcomings and deprivation caused to a large set of employees due to shifting to the new pay band and grade pay system.

The Committee has examined a new system of pay fixation guided by pay matrix of the Seventh Central Pay Commission. While studying the existing system, the Seventh Central Pay Commission has observed that "*... it is difficult to ascertain the exact pay of an individual at any given point of time. Further, the way the pay progression would fan out over a period of time was also not evident. Since various cadres are designed differently the relative pay progression also varies. The Commission believes that any new entrant to a service would wish to be able to make a reasonable and informed assessment of how his/her career path would traverse and how the emoluments will progress alongside. The new pay structure has been devised in the form of a pay matrix to provide complete transparency regarding pay progression.*"

The Pay and Pension Revision Committee also feels that there is merit in adopting the new pay matrix keeping in view the shift in the paradigm in Central Government as well as in various other States. The Committee feels that by shifting to the new Pay Matrix system, the existing system of grade pay can be replaced with new system of Levels of the Pay Matrix for any identified group of employees as in the table below:-

<b>Existing Pay bands</b>	<b>Existing Grade pay(Rs.)</b>	<b>Levels</b>
PB-1	1400	1
	1650	2
	1800	3
	1900	4
PB-2	2000	5
	2100	6
	2200	7
	2400	8
	2800	9
	4200	10
PB-3	4400	11
	4600	12
	4800	13
PB-4	5400	14
	6600	15
	6800	16
	7000	17
	7100	18
	7600	19
HAG+	8700	20
Apex Scale		21

The new pay matrix shall comprise of two dimensions viz., vertical range and horizontal range. The starting point of each level of the matrix shall be the initial pay of that Level. The pay progression of each level including annual financial progression due to increment or non-functional financial upgradation shall be accounted for in the "vertical range" whereas the movement in "horizontal range" shall be due to movement in functional role in the hierarchy including promotion.

An employee who being directly recruited joins at a particular Level shall get his pay fixed at the initial of that Level of the pay matrix to which he/she is being recruited. In that case, his movement to next vertical cell shall usually be on annual basis or on receipt of non-functional financial upgradation within that level as per the vertical range. However, when an employee receives promotion, he/she progresses to the next appropriate level ahead on the horizontal range.

### **6.3 Tripura State Pay Matrix 2017**

The Committee recommends the new pay matrix as shown in Table No. 9. The structure of the pay matrix segregated group-wise is given below:-

**TRIPURA STATE PAY MATRIX 2017 ( PROPOSED)**

<b>Pay Band</b>	<b>Rs. 4840-13000</b>			
<b>Grade Pay (Rs.)</b>	<b>1400</b>	<b>1650</b>	<b>1800</b>	<b>1900</b>
<b>Entry Pay (EP) (Rs.)</b>	<b>6240</b>	<b>6580</b>	<b>6920</b>	<b>7300</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	14040	14810	15570	16430
<b>2</b>	14470	15260	16040	16930
<b>3</b>	14910	15720	16530	17440
<b>4</b>	15360	16200	17030	17970
<b>5</b>	15830	16690	17550	18510
<b>6</b>	16310	17200	18080	19070
<b>7</b>	16800	17720	18630	19650
<b>8</b>	17310	18260	19190	20240
<b>9</b>	17830	18810	19770	20850
<b>10</b>	18370	19380	20370	21480
<b>11</b>	18930	19970	20990	22130
<b>12</b>	19500	20570	21620	22800
<b>13</b>	20090	21190	22270	23490
<b>14</b>	20700	21830	22940	24200
<b>15</b>	21330	22490	23630	24930
<b>16</b>	21970	23170	24340	25680
<b>17</b>	22630	23870	25080	26460
<b>18</b>	23310	24590	25840	27260
<b>19</b>	24010	25330	26620	28080
<b>20</b>	24740	26090	27420	28930
<b>21</b>	25490	26880	28250	29800
<b>22</b>	26260	27690	29100	30700
<b>23</b>	27050	28530	29980	31630
<b>24</b>	27870	29390	30880	32580
<b>25</b>	28710	30280	31810	33560
<b>26</b>	29580	31190	32770	34570
<b>27</b>	30470	32130	33760	35610
<b>28</b>	31390	33100	34780	36680
<b>29</b>	32340	34100	35830	37790
<b>30</b>	33320	35130	36910	38930
<b>31</b>	34320	36190	38020	40100
<b>32</b>	35350	37280	39170	41310
<b>33</b>	36420	38400	40350	42550
<b>34</b>	37520	39560	41570	43830
<b>35</b>	38650	40750	42820	45150
<b>36</b>	39810	41980	44110	46510
<b>37</b>	41010	43240	45440	47910
<b>38</b>	42250	44540	46810	49350
<b>39</b>	43520	45880	48220	50840
<b>40</b>	44830	47260	49670	52370

**TRIPURA STATE PAY MATRIX 2017 ( PROPOSED)**

<b>Pay Band</b>	<b>Rs. 5700-24000</b>					
<b>Grade Pay (Rs.)</b>	<b>2000</b>	<b>2100</b>	<b>2200</b>	<b>2400</b>	<b>2800</b>	<b>4200</b>
<b>Entry Pay (EP) (Rs.)</b>	<b>7700</b>	<b>8060</b>	<b>8340</b>	<b>9840</b>	<b>10620</b>	<b>13500</b>
<b>Level</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>1</b>	17330	18140	18770	22140	23900	30380
<b>2</b>	17850	18690	19340	22810	24620	31300
<b>3</b>	18390	19260	19930	23500	25360	32240
<b>4</b>	18950	19840	20530	24210	26130	33210
<b>5</b>	19520	20440	21150	24940	26920	34210
<b>6</b>	20110	21060	21790	25690	27730	35240
<b>7</b>	20720	21700	22450	26470	28570	36300
<b>8</b>	21350	22360	23130	27270	29430	37390
<b>9</b>	22000	23040	23830	28090	30320	38520
<b>10</b>	22660	23740	24550	28940	31230	39680
<b>11</b>	23340	24460	25290	29810	32170	40880
<b>12</b>	24050	25200	26050	30710	33140	42110
<b>13</b>	24780	25960	26840	31640	34140	43380
<b>14</b>	25530	26740	27650	32590	35170	44690
<b>15</b>	26300	27550	28480	33570	36230	46040
<b>16</b>	27090	28380	29340	34580	37320	47430
<b>17</b>	27910	29240	30230	35620	38440	48860
<b>18</b>	28750	30120	31140	36690	39600	50330
<b>19</b>	29620	31030	32080	37800	40790	51840
<b>20</b>	30510	31970	33050	38940	42020	53400
<b>21</b>	31430	32930	34050	40110	43290	55010
<b>22</b>	32380	33920	35080	41320	44590	56670
<b>23</b>	33360	34940	36140	42560	45930	58380
<b>24</b>	34370	35990	37230	43840	47310	60140
<b>25</b>	35410	37070	38350	45160	48730	61950
<b>26</b>	36480	38190	39510	46520	50200	63810
<b>27</b>	37580	39340	40700	47920	51710	65730
<b>28</b>	38710	40530	41930	49360	53270	67710
<b>29</b>	39880	41750	43190	50850	54870	69750
<b>30</b>	41080	43010	44490	52380	56520	71850
<b>31</b>	42320	44310	45830	53960	58220	74010
<b>32</b>	43590	45640	47210	55580	59970	76240
<b>33</b>	44900	47010	48630	57250	61770	78530
<b>34</b>	46250	48430	50090	58970	63630	80890
<b>35</b>	47640	49890	51600	60740	65540	83320
<b>36</b>	49070	51390	53150	62570	67510	85820
<b>37</b>	50550	52940	54750	64450	69540	88400
<b>38</b>	52070	54530	56400	66390	71630	91060
<b>39</b>	53640	56170	58100	68390	73780	93800
<b>40</b>	55250	57860	59850	70450	76000	96620

**TRIPURA STATE PAY MATRIX 2017 ( PROPOSED)**

<b>Pay Band</b>	<b>Rs. 10230-34800</b>		
<b>Grade Pay(Rs.)</b>	<b>4400</b>	<b>4600</b>	<b>4800</b>
<b>Entry Pay (EP)( Rs.)</b>	<b>14630</b>	<b>16690</b>	<b>18660</b>
<b>Level</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>1</b>	32920	37560	41990
<b>2</b>	33910	38690	43250
<b>3</b>	34930	39860	44550
<b>4</b>	35980	41060	45890
<b>5</b>	37060	42300	47270
<b>6</b>	38180	43570	48690
<b>7</b>	39330	44880	50160
<b>8</b>	40510	46230	51670
<b>9</b>	41730	47620	53230
<b>10</b>	42990	49050	54830
<b>11</b>	44280	50530	56480
<b>12</b>	45610	52050	58180
<b>13</b>	46980	53620	59930
<b>14</b>	48390	55230	61730
<b>15</b>	49850	56890	63590
<b>16</b>	51350	58600	65500
<b>17</b>	52900	60360	67470
<b>18</b>	54490	62180	69500
<b>19</b>	56130	64050	71590
<b>20</b>	57820	65980	73740
<b>21</b>	59560	67960	75960
<b>22</b>	61350	70000	78240
<b>23</b>	63200	72100	80590
<b>24</b>	65100	74270	83010
<b>25</b>	67060	76500	85510
<b>26</b>	69080	78800	88080
<b>27</b>	71160	81170	90730
<b>28</b>	73300	83610	93460
<b>29</b>	75500	86120	96270
<b>30</b>	77770	88710	99160
<b>31</b>	80110	91380	102140
<b>32</b>	82520	94130	105210
<b>33</b>	85000	96960	108370
<b>34</b>	87550	99870	111630
<b>35</b>	90180	102870	114980
<b>36</b>	92890	105960	118430
<b>37</b>	95680	109140	121990
<b>38</b>	98560	112420	125650
<b>39</b>	101520	115800	129420
<b>40</b>	104570	119280	133310

**TRIPURA STATE PAY MATRIX 2017 ( PROPOSED)**

<b>Pay Band</b>	<b>Rs. 15600-39100</b>					
<b>Grade Pay(Rs.)</b>	<b>5400</b>	<b>6600</b>	<b>6800</b>	<b>7000</b>	<b>7100</b>	<b>7600</b>
<b>Entry Pay (EP)(Rs.)</b>	<b>21000</b>	<b>25200</b>	<b>26610</b>	<b>27460</b>	<b>27840</b>	<b>29920</b>
<b>Level</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>
<b>1</b>	47250	56700	59880	61790	62640	67320
<b>2</b>	48670	58410	61680	63650	64520	69340
<b>3</b>	50140	60170	63540	65560	66460	71430
<b>4</b>	51650	61980	65450	67530	68460	73580
<b>5</b>	53200	63840	67420	69560	70520	75790
<b>6</b>	54800	65760	69450	71650	72640	78070
<b>7</b>	56450	67740	71540	73800	74820	80420
<b>8</b>	58150	69780	73690	76020	77070	82840
<b>9</b>	59900	71880	75910	78310	79390	85330
<b>10</b>	61700	74040	78190	80660	81780	87890
<b>11</b>	63560	76270	80540	83080	84240	90530
<b>12</b>	65470	78560	82960	85580	86770	93250
<b>13</b>	67440	80920	85450	88150	89380	96050
<b>14</b>	69470	83350	88020	90800	92070	98940
<b>15</b>	71560	85860	90670	93530	94840	101910
<b>16</b>	73710	88440	93400	96340	97690	104970
<b>17</b>	75930	91100	96210	99240	100630	108120
<b>18</b>	78210	93840	99100	102220	103650	111370
<b>19</b>	80560	96660	102080	105290	106760	114720
<b>20</b>	82980	99560	105150	108450	109970	118170
<b>21</b>	85470	102550	108310	111710	113270	121720
<b>22</b>	88040	105630	111560	115070	116670	125380
<b>23</b>	90690	108800	114910	118530	120180	129150
<b>24</b>	93420	112070	118360	122090	123790	133030
<b>25</b>	96230	115440	121920	125760	127510	137030
<b>26</b>	99120	118910	125580	129540	131340	141150
<b>27</b>	102100	122480	129350	133430	135290	145390
<b>28</b>	105170	126160	133240	137440	139350	149760
<b>29</b>	108330	129950	137240	141570	143540	
<b>30</b>	111580	133850	141360	145820	147850	
<b>31</b>	114930	137870	145610			
<b>32</b>	118380	142010				
<b>33</b>	121940					
<b>34</b>	125600					
<b>35</b>	129370					
<b>36</b>	133260					
<b>37</b>	137260					
<b>38</b>	141380					



**TRIPURA STATE PAY MATRIX 2017 ( PROPOSED)**

<b>Pay Band</b>	<b>Rs. 37400-67000</b>	<b>Rs. 52000-77000</b>
<b>Grade Pay(Rs.)</b>	<b>8700</b>	NIL
<b>Entry Pay (EP)( Rs.)</b>	<b>46100</b>	<b>52000</b>
<b>Level</b>	<b>20</b>	<b>21</b>
<b>1</b>	103730	117000
<b>2</b>	106850	120510
<b>3</b>	110060	124130
<b>4</b>	113370	127860
<b>5</b>	116780	131700
<b>6</b>	120290	135660
<b>7</b>	123900	139730
<b>8</b>	127620	143930
<b>9</b>	131450	148250
<b>10</b>	135400	152700
<b>11</b>	139470	157290
<b>12</b>	143660	162010
<b>13</b>	147970	166880
<b>14</b>	152410	171890
<b>15</b>	156990	177050
<b>16</b>	161700	182370
<b>17</b>	166560	187850
<b>18</b>	171560	193490
<b>19</b>	176710	199300
<b>20</b>	182020	205280
<b>21</b>	187490	211440
<b>22</b>	193120	
<b>23</b>	198920	
<b>24</b>	204890	
<b>25</b>	211040	

#### **6.4 Span of each level :**

The span or length of pay scale is the number of years that is required to be spent for attaining the maximum pay subject to induction at the initial pay within that pay scale. Prior to introduction of pay band system, the span or length of revised pay scales ranged from minimum 8 years to maximum 36 years. While the posts carrying higher responsibilities had lower span of pay scales, those with comparatively lower responsibilities had higher span of pay scales. One important reason for having different spans for different pay scales is to address/ reduce the issue of stagnation of employees on reaching the maximum of the pay scales. With the introduction of existing system of pay band and grade pay, a large number of cases of stagnation have been resolved.

The Committee feels that there should be sufficient scope for movement of employees across the vertical range of the pay matrix without getting stagnated at the maximum of each level. Therefore, it recommends that a span of 40 years may be allowed from Level 1 to 12. From Level 13 onward the span of the years has been gradually reduced **to 17 years in Level 21**. It is worth mentioning here that the end-points of any column of the pay matrix **do not signify** the end points of any traditional pay scale. It would be inappropriate to pick the last figure of the column of the pay matrix to calculate the maximum pay of a particular pay scale. Infact the column spans have been kept at 40 to cater to persons who may enter a particular level at any stage and may have resided in the level for a fair length of time. The end points of the columns, representing the possible lowest and highest pay scale in that level, **may not be treated as the minimum and maximum of any pay scale**, as prevailed upto the period of implementation of the recommendations of Fourth Tripura Pay Commission.

## 6.5 Minimum Pay

Almost all Associations and Unions who have represented before the Committee have indicated their dissatisfaction in the existing system of pay revision under the Pay Band and Grade Pay method. The challenge before the Committee, therefore, has been to evolve a better mechanism for minimising the disparities and anomalies out of the existing system of pay revision.

A comparative statement on minimum and maximum pay and disparity ratio effective in the State over the years under the regime of different Revised Pay Rules is given below:-

Relevant ROPs	Minimum Pay (in Rs)	Maximum Pay (in Rs)	Disparity Ratio
ROP, 1975	170	1500	1: 8.82
ROP, 1982	330	2100	1: 6.36
ROP, 1988	775	5900	1: 7.61
ROP, 1999	2600	18400	1: 7.08
ROP, 2009	5730	41400	1: 7.22
ROP, 2009 (after 12 <sup>th</sup> Amendment, 2015)	6240	52000	1: 8.33

From the above, it is clear that there has been a considerable growth in the minimum pay over the years. Over a period of more than 30 years, the minimum pay has increased by 36 times while the maximum pay has increased by 34 times only. The disparity ratio has been fluctuating around a level of 7.08 to 8.82. Therefore, the task of the Pay and Pension Revision Committee to evolve out a new method of pay revision has been a challenging task especially in the backdrop of financial stringency prevailing in the State.

As on 01.01.2016, the Central Government had released 125% D.A. and the entire D.A. has been neutralised by the Central Government while accepting the recommendations of the 7<sup>th</sup> Central Pay Commission for revision of pay. Several States have also neutralised the entire D.A. released by them while

accepting the revised pay structure. The State Government has released 88% as on 01.01.2017. **The Committee also recommends that the entire 88% D.A. and the gap of 37% D.A. with the Centre as on 01.01.2017 should be neutralised.**

Based on the pay matrix, the initial pay of an employee at Apex scale comes to **Rs. 1,17,000.00** and the disparity ratio comes to **1 : 8.33**. After the recommendations of the Pay Review Committee, 2009 the disparity ratio was 1:7.22 which subsequently increased to 1:8.33 after the implementation of the TSCS(ROP)(12<sup>th</sup> Amendment) Rules, 2015. The Committee took due care in ensuring that the disparity ratio as per recommendation of Pay and Pension Revision Committee should stand at the same level as that in the existing period.

#### **6.6 Fitment factor:**

The minimum pay in the existing pay system is Rs. 6240/- per month (Pay in pay band = Rs. 4840/- + Grade Pay = Rs. 1400/-). The minimum pay recommended by the Committee is Rs. 14040.00. **Therefore, the fitment factor being calculated on the basis of initial pay of the lowest pay structure in the existing pay system comes to 2.25.**

#### **6.7 Date of effect:**

The Commission recommends that **the date of effect for implementation of the revised pay as per new Pay matrix should be from 01.04.2017.**

#### **6.8 Pay Fixation of an existing employee in the new pay structure:-**

To arrive at the new pay as per the Pay matrix, the existing basic of an employee has to be multiplied with a factor of **2.25** with effect from 01.04.2017. The figure so arrived at is to be located in the new pay matrix, in the level that corresponds **to the employee's grade pay as on 01.04.2017**. The pay in the new pay matrix is to be fixed in the following manner:-

**Step 1:** Identify Basic Pay (Pay in the pay band plus Grade Pay) drawn by an employee as on 01.04.2017. This figure is 'X'.

**Step 2:** Multiply 'X' with **2.25**, round-off to the nearest rupee, and obtain result 'Y'.

**Step 3:** The figure so arrived at, i.e., 'Y' or the next higher figure closest to 'Y' in the Level assigned to his/her Grade Pay, will be the new pay in the new pay matrix. In case the value of 'Y' is less than the starting pay of that Level, then the pay will be equal to the starting pay of that Level assigned to his/her Grade Pay. If the identical figure is not available in the given level, the next higher figure closest to it would be the new pay of the concerned employee.

To explain the method, an example is detailed below:-

*Example :*

<p>(i) Suppose an employee Mr. <b>R</b> is presently drawing Basic Pay of Rs. 11160/- (Pay in the Pay Band - Rs.8960 + Grade Pay- Rs.2200 = Rs.11160). After multiplying Rs.11160 with 2.25, a figure of Rs.25110.00 is arrived at.</p> <p>(ii) The level corresponding to GP 2200 is level 7, as may be seen from pay matrix, which gives the full correspondence between existing Grade Pay and the new Levels being proposed.</p> <p>(iii) In the column for level 7, the figure closest to Rs. 25110 is Rs. 25290.</p> <p>(iv) Hence the pay of employee Mr. <b>R</b> will be fixed at Rs. 25290 in level 7 in the new pay matrix.</p>	<b>Pay Band (Rs)</b>	<b>5700-24000</b>		
	<b>Grade Pay (Rs)</b>	<b>2100</b>	<b>2200</b>	<b>2400</b>
	<b>Entry Pay (EP) (Rs)</b>	<b>8060</b>	<b>8340</b>	<b>9840</b>
	<b>Level</b>	<b>6</b>	<b>7</b>	<b>8</b>
	<b>1</b>	18140	18770	22140
	<b>2</b>	18690	19340	22810
	<b>3</b>	19260	19930	23500
	<b>4</b>	19840	20530	24210
	<b>5</b>	20440	21150	24940
	<b>6</b>	21060	21790	25690
	<b>7</b>	21700	22450	26470
	<b>8</b>	22360	23130	27270
	<b>9</b>	23040	23830	28090
	<b>10</b>	23740	24550	28940
<b>11</b>	24460	<b>25290</b>	29810	
<b>12</b>	25200	26050	30710	

## **6.9 Pay fixation of a direct recruit after 01.04.2017:-**

In the existing system, fixation of pay of a direct recruit is made as per provision of Rule 8 of the TSCS(ROP) Rules, 2009. It provides the following : -

### ***"Fixation of pay in revised pay structure of employees appointed as fresh recruits on or after 1st day of January,2006.–***

*(1) The pay of direct recruits to a particular post carrying a specific grade pay shall be fixed on or after the 1st day of January, 2006, at the entry level pay in the pay band as indicated in Part E read with Part D of Schedule I to these rules.*

*(2) The provisions of sub-rule (1) shall also be applied in the case of those recruited between the 1st day of January, 2006 and the date of publication of these rules."*

Part E of Schedule I of the TSCS(ROP) 2009 read with its successive amendments provide for quantum of entry pay in the revised pay structure for direct recruits appointed on or after 01.01.2006. In the existing system, therefore, the pay of the direct recruit is fixed at the initial pay as per Part E of Schedule-I.

The Committee has examined the matter and is of the view that the existing system may be allowed to continue. For this purpose, the Committee recommends that pay of direct recruits shall be fixed at the minimum pay corresponding to the Level in the new pay matrix to which his/ her recruitment is made, and it shall be the first Cell of that level.

For example a person entering service as a direct recruit at **level 7 will get a pay of Rs.18770**, at **level 10 of Rs.30380**, at **level 11 of Rs.32920** and so on.

## **6.10 Pay fixation on promotion after 01.04.2017:-**

In the existing system, provisions guiding fixation of pay on promotion from one post to another has been mentioned under Rule 12 of TSCS(ROP) Rules, 2009. The fixation of pay is computed in two steps:-

(i) At first, one increment equal to 3% of the sum of the pay in the pay band and the existing grade pay is computed and the said amount is rounded off to the next multiple of 10. This is added to the existing pay in the pay band.

(ii) In the next step, the grade pay corresponding to the promotion post is granted in addition to this pay in the pay band.

Further in cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped up to such minimum.

The Committee observes that the method of fixation of pay on promotion is different from the method of fixation of pay of direct recruit. **The Committee, therefore, recommends that the fixation of pay due to promotion on or after 01.04.2017 shall be computed by adding an increment to the existing pay in the existing level of the pay matrix and thereafter by locating an equal pay or next higher amount in the level of the pay matrix indicating the promotion post.**

**The pay in the new pay matrix due to promotion is to be fixed in the following manner:-**

**Step 1:** Identify Basic Pay (Pay in the pay band plus Grade Pay) drawn by an employee as on the date of promotion on or after 01.04.2017. This figure is 'X'.

**Step 2:** Add one increment to 'X', round-off to the nearest rupee, and obtain result 'Y'.

**Step 3:** Locate the figure so arrived at, i.e., 'Y' or the next higher figure closest to 'Y' in the Level assigned to the promotion post. This will be the new pay in pay matrix due to promotion. In case the value of 'Y' is less than the starting pay of the Level, then the pay will be equal to the starting pay of that Level assigned to his/her promotion post will be the new pay at promotion post.

Example :

(i) Suppose an employee Ms. A, who after having been fixed in the pay matrix, is drawing a basic pay of Rs. 27650 in Level 7.	<b>Pay Band (Rs)</b>	<b>5700-24000</b>		
	<b>Grade Pay (Rs)</b>	<b>2200</b>	<b>2400</b>	<b>2800</b>
(ii) She gets promotion to the Level 8. Her pay will be fixed in the following manner:- a. She will first be given one increment in her present level (i.e. Level 7) and the amount shall be fixed at Rs. 28480. b. Then she will be placed in Level 8 y locating an amount equal to or next higher compared to Rs.28480. Here it comes to Rs. <b>28940</b> .	<b>Entry Pay (EP) (Rs)</b>	<b>8340</b>	<b>9840</b>	<b>10620</b>
	<b>Level</b>	<b>7</b>	<b>8</b>	<b>9</b>
(iii) Hence the pay of Ms. A in the promotion post will be fixed at Rs. <b>28940</b> in level 8 in the new pay matrix.	<b>1</b>	18770	22140	23900
	<b>2</b>	19340	22810	24620
	<b>3</b>	19930	23500	25360
	<b>4</b>	20530	24210	26130
	<b>5</b>	21150	24940	26920
	<b>6</b>	21790	25690	27730
	<b>7</b>	22450	26470	28570
	<b>8</b>	23130	27270	29430
	<b>9</b>	23830	28090	30320
	<b>10</b>	24550	<b>28940</b>	31230
	<b>11</b>	25290	29810	32170
	<b>12</b>	26050	30710	33140
	<b>13</b>	26840	31640	34140
	<b>14</b>	<b>27650</b>	32590	35170
<b>15</b>	<b>28480</b>	33570	36230	
<b>16</b>	29340	34580	37320	
<b>17</b>	30230	35620	38440	

### 6.11 Rate of increment:

Under the existing system, a concept of uniform rate of increment @ 3% per year is followed. While some Associations have placed their satisfaction with



this rate of increment, other Associations have demanded for increase in the existing rate of increment.

After careful examination of the matter, **the Committee recommends that annual increment may retained at present level of @ 3%.**

#### **6.12 Date of increment:**

Several Associations have expressed their concerns before the Commission on entitlement of yearly increment. The demands have been primarily in respect of the date of increment. The existing system diverged from the pre-existing system of varied date of increment. Under the existing system, a concept of uniform date of increment as on the 1<sup>st</sup> of July every year has been introduced. But such uniform date for providing increment has been questioned from several quarters while representations were being heard from Associations.

After careful examination of the matter, **the Committee recommends that there shall be two dates for grant of increment i.e, on 1<sup>st</sup> January or 1<sup>st</sup> July of every year provided that an employee shall be entitled to only one annual increment either on 1<sup>st</sup> January or on 1<sup>st</sup> July depending on his date of appointment, promotion or grant of financial upgradation.**

**An employee who has been appointed or promoted or granted financial upgradation including MACPS during the period between the 2<sup>nd</sup> day of January to 1<sup>st</sup> day of July (both inclusive) shall be granted next increment on the 1<sup>st</sup> day of January of the following year and thereafter it shall accrue after one year on yearly basis. Similarly an employee who have been appointed or promoted or granted financial upgradation including MACPS during the period between the 2<sup>nd</sup> day of July to 1<sup>st</sup> day of January (both inclusive) shall be granted next increment on the 1<sup>st</sup> day of July of the following year and thereafter it shall accrue after one year on yearly basis.**

Example:-

<p>(i) Suppose an employee Mrs. <b>B</b>, who after having been fixed in the pay matrix w.e.f 01.04.2017 is drawing a basic pay of Rs. 22450 in Level 7.</p> <p>(ii) Suppose she is granted a financial upgradation on 10.12.2017 fixing her pay to <b>Rs. 23130</b>.</p> <p>(iii) She will be allowed next increment on 01.07.2018 fixing her pay to <b>Rs. 23830</b>.</p> <p>(iv) Her next increment shall be granted on 01.07.2019 and her pay fixed at Rs. 24550, in case she has not got any further promotion/ financial upgradation including MACPS within the intervening period.</p>	<b>Pay Band (Rs)</b>	<b>5700-24000</b>		
	<b>Grade Pay (Rs)</b>	<b>2200</b>	<b>2400</b>	<b>2800</b>
	<b>Entry Pay (EP) (Rs)</b>			
	<b>Level</b>	<b>7</b>	<b>8</b>	<b>9</b>
	<b>1</b>	18770	22140	23900
	<b>2</b>	19340	22810	24620
	<b>3</b>	19930	23500	25360
	<b>4</b>	20530	24210	26130
	<b>5</b>	21150	24940	26920
	<b>6</b>	21790	25690	27730
	<b>7</b>	22450	26470	28570
	<b>8</b>	<b>23130</b>	27270	29430
		↓		
	<b>9</b>	<b>23830</b>	28090	30320
<b>10</b>	24550	28940	31230	

### 6.13 Stagnation increment:

In the existing scenario, an employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band, shall be placed in the next higher pay band after one year of reaching such a maximum and at the time of placement in the higher pay band, benefit of one increment shall be allowed while the grade pay shall remain the same in the higher pay band and such Government employee shall continue to move in the higher pay band till his pay in the pay band reaches the maximum of pay band-4 (PB-4) provided that in case of an employee whose pay has been fixed in the revised pay structure of PB-4 or HAG+ or Apex Sale and who reaches the maximum (as the case may be) of the aforesaid pay band/ scale after adding the amount of increment shall draw stagnation increment at the same rate after every two years of stagnation.

The Committee has received several representations for bringing uniformity in the period of grant of stagnation increment during its discussion with Associations/ Unions. The Committee recommends that the existing period for grant of stagnation increment may be continued. Towards this end, the Committee recommends that :

(i) In case of an employee whose pay has been fixed in any of the levels below Level 19 of the pay matrix, **whenever his/her pay exceeds the highest pay of that level in pay matrix after addition of the amount of increment, his/ her pay shall get fixed by locating an equal pay or next higher amount in the immediate next level of the pay matrix. Such Government employee shall continue to move vertically down in that immediate next higher level and so on till his pay in the pay matrix reaches the maximum of Level 18. Thereafter his/ her pay should be fixed in appropriate Cell of the Level 19.**

(ii) In case of an employee whose pay has been fixed in any of the between Level 19 to Level 21 (both inclusive) **and his/ her pay exceeds the highest pay in that Level in pay matrix after addition of the amount of increment, his/ her pay shall draw stagnation increment at the same rate after every two years of stagnation without the opportunity to get his/ her pay fixed at the immediate next higher Level or beyond Level 21, as the case may be.**

(iii) **No fixation in pay will take place and no increment will be allowed when the substantive promotion is earned in upgraded level subsequently.**

#### **6.14 Group wise Classification:-**

In the existing pay structure, the State Govt. employees have been classified into four groups i.e Group-A, B, C & D as follows;

(i)	Group-A	The Government employees holding all posts in the Pay Band-4 and HAG + scale with Grade Pay ranging from Rs.5400/- to 8700/- and Apex scale
(ii)	Group-B	The Government employees holding all posts in the Pay Band-3 with Grade Pay ranging from Rs.4400/- to 4800/-.
(iii)	Group-C	The Government employees holding all posts in the Pay Band-2 with Grade Pay ranging from Rs.2000/- to 4200/-.
(iv)	Group-D	The Government employees holding all posts in the Pay Band-1 with Grade Pay ranging from Rs.1400/- to 1900/-.

In the new pay matrix system, the concept of Level has been introduced instead of Pay Band and Grade Pay. There are 21 levels in the proposed matrix. All the four Groups of employees have been adjusted in these levels. The classification of employees according to groups in the new pay matrix system shall be as follows:-

(i)	<b>Group-A</b>	The Government employees holding all posts in the Level 14 to Level 21
(ii)	<b>Group-B</b>	The Government employees holding all posts in the Level 11 to Level 13
(iii)	<b>Group-C</b>	The Government employees holding all posts in the Level 5 to Level 10
(iv)	<b>Group-D</b>	The Government employees holding all posts in the Level 1 to Level 4

### **6.15 Exercise of option:**

It has been observed that during each revision the employees are given a scope to exercise the option to elect to continue to draw pay in the existing scale until the date on which he/she earns his next or any subsequent increment in the existing scale, or on account of promotion/ up gradation of pay scale or until he vacates his post. This scope of exercising option is allowed for a specified period from the date of effect of the general revision. Similar date of option was also

considered during previous pay revisions. Considering this, **the Committee recommends for allowing exercise of option by the employees as having exercised between the periods 1<sup>st</sup> April, 2017 to 31<sup>st</sup> December, 2017, with both days inclusive.**

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**CHAPTER – 7 :  
MODIFIED ASSURED CAREER  
PROGRESSION SCHEME (MACPS)**

### 7.1 Existing system:

Under the existing rules of Assured Career Progression Scheme(ACPS), Government employees under PB-1, PB-2, PB-3 and PB-4 are provided with 3 (three) financial upgradations, the first after 10 years of service under regular scale, second after another 7 years of service ( total 17 years) and third after further 8 years of service (total 25 years) in their service careers provided the concerned employee had not got up to three numbers of benefits of scale up gradations including promotions already. In case of PB-4, however, the employees borne under Grade Pay Rs.5400/- (against pre-revised scale of Rs.7800-15,100/-), under Grade Pay Rs. 6600/- (against pre-revised scale of Rs.10,000-15,100/) and Grade Pay Rs. 6800/- (against pre-revised scale of Rs.10,650-15,850/-) is entitled to get 3, 2 and 1 financial up-gradations respectively under this scheme provided the concerned employee had not got scale upgradation including promotion up to 3, 2 and 1 respectively already, subject to provisions laid down under Tripura State Civil Services (Revised Pay) (15<sup>th</sup> Amendment) Rules, 2016.

Several Associations have indicated that the existing system of fixation of pay is anomalous and suffers from defects. One of the issues highlighted by almost all Associations is the situation when a senior employee after promotion draws less pay than his junior who has availed financial upgradation due to ACPS. The challenge before the Committee has been to devise a mechanism to reduce the grievances among the employees due to entitlement of ACPS. The Committee have observed that the scheme is meant to provide those employees with financial relief who do not get functional promotion after a specified period of time. But certain anomalies have cropped up in the system over time.



## 7.2 Recommendations:

After careful examination of the matter, the Committee recommends as follows:-

- (i) The existing ACPS may be replaced by a new scheme titled "Modified Assured Career Progression Scheme (MACPS)".
- (ii) It shall be applicable only for the regular State Government employees whose pay has been fixed in the Level 1 to Level 16 of the pay matrix. However, it shall not be extended to employees and workers engaged on ad-hoc basis, daily rates, monthly rates, part time wages, casual, contractual, work-charged, muster roll etc., from its coverage.
- (iii) A regular State Government employee covered under the above category would be provided with 3 (three) financial upgradations, the first after 10 years of continuous and satisfactory service under regular scale. second after another 7 years of continuous and satisfactory service (total 17 years) and third after further 8 years of continuous and satisfactory service (total 25 years) in their service career provided the concerned employee had not got up to three financial upgradations including promotions already. An employees belonging to Cadre Services and who have been appointed in the pay scale starting from Level 14 to 16 and above shall be entitled to financial benefit under this scheme at such interval of time as existing now.
- (iv) **The financial upgradation will involve grant of one increment at existing rate in the existing Level of the pay matrix in which the pay of the employee is fixed without any further fixation of pay in the immediate next higher Level of the pay matrix.**
- (v) In case any employee whose pay after addition of one increment exceeds the highest amount of the Level in the pay matrix, an equal pay or the next

higher amount shall be located in the immediate next Level of the pay matrix and the pay would be granted in accordance with the formula mentioned under Para 6.13.

- (vi) **The financial benefit of the scheme shall be given with effect from 01.04.2017 only**, although the services rendered by the employee before 01.04.2017 and promotions/ACPS benefit availed before 01.04.2017 shall be taken into account for deciding and determining the extent of benefit under MACPS. If the post of an employee has been upgraded at any stage of the service career, the same shall be considered as a promotion for the purpose of deciding the benefit of MACPS.
- (vii) By way of MACPS, an employee cannot exceed the highest amount of the Level of the pay matrix assigned to his/her promotion post.**
- (viii) MACPS will provide only financial upgradation and shall not entail any change in designation, place and nature of work and change in the seniority of the person concerned.
- (ix) The past service rendered in PSUs/ Autonomous Organisations/ Agencies/ Corporations/ Statutory bodies etc., shall not be counted for the purpose of MACPS.
- (x) Financial and other benefits which are linked to the pay drawn shall be permitted on the basis of the pay fixed after the benefit of MACPS.
- (xi) If within a year after the date of grant of financial benefit under MACPS the employee becomes eligible and is granted a promotion as per the service rules, the pay fixation for the said promotion will be on the basis of the pay drawn by the employee before receipt of the MACPS benefit. Similarly if an employee decides to decline a promotion for any reason what-so-ever his case will not be considered for the benefit under MACPS.

- (xii) If any employee is ordered by the Government for any reason what-so-ever to join at a lower post either in the same department or in any other department, he shall be entitled to the benefit of MACPS provided that such order is not issued as a consequence of a departmental proceedings resulting into the reversion.
- (xiii) If there is a DP or criminal proceeding against the employee, the benefit will be granted provisionally from the same date as in normal case and subject to the condition as follows:- (a) If there is any amount to be recovered as penalty, the recovery will be made as usual under existing rules of the Government. (b) If stoppage of increment is ordered as penalty, the date of effect of MACPS benefit will be delayed by the number of years equal to the number of stopped increments and recovery for the excess drawn will be made as usual.
- (xiv) The employees who are on deputation and become due for consideration for benefit under MACPS, their cases shall be considered as follows:-
- (a) If the post of deputation carries the same pay scale as that of the post held by that employee before the deputation, his case will be considered for MACPS benefit.
- (b) If the pay drawn on deputation is more than the pay drawn by the employee before deputation, his case will not be considered for MACPS benefit.
- (c) In any case the employee will be given an option to accept either the MACPS or the pay scale of the deputation post and such option will be final.
- (d) In case the employee prefers to avail MACPS benefit and borrowing agency is not willing to pay the MACPS determined pay, the employee will be reverted to the parent department.

**(xv) No fixation in pay will take place and no increment will be allowed when the substantive promotion is earned in that level subsequently.**

**(xvi) To remove the anomaly, if any, arising out of benefit under MACPS, the Committee recommends stepping up of pay of the concerned senior employee at the level of pay drawn by his junior in the pay matrix.**

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## **CHAPTER – 8 : ALLOWANCES**

### 8.1 Introduction:

The terms of reference of the Committee in respect of allowances include "Revision of rates of different existing allowances". The Committee has observed that almost all the allowances had not been revised for a long time. Several Associations had also demanded for upward revision of all types of allowances. The Committee has examined each allowance and **make the following observations and recommendations:-**

### 8.2 Dearness Allowance:

At present, the rate of Dearness Allowance allowed to State Government employees is 88%. The State Govt. had, in principle, taken a policy decision to the effect that installments of DA would be released as per Central Government's formula depending upon the resource position of the State. But due to constrained resource position, the State Govt. could not maintain the release of installments of DA for its employees at same periodicity as that of the Central Govt. However, except this deviation, State Govt. followed the same formula as being followed by the Central Govt. It is observed that when Central Govt. had released 125% DA to its employees on 01.07.2016, the State Govt. could release only 88%.

Since the State Govt. is following the Central formula in principle for providing DA to its employees depending upon its resources, the **Committee recommends that the Dearness Allowance may be released by the State Government from time to time based on its financial position/ resource availability as per existing practice.**

### 8.3 House Rent Allowance:

Presently House Rent Allowance is allowed to regular State Government employees at the rate of 10% of Basic Pay (Pay in the Pay Band + Grade Pay) subject to the maximum ceiling of Rs.2000/- per month.

Several Associations have demanded for increasing the existing rate of House Rent Allowance. The Committee has examined the matter. Considering the financial position of the State, the Committee recommends that **House Rent Allowance may be allowed @ 8% of the basic pay drawn in the Pay matrix subject to maximum ceiling of Rs.3000/- per month.**

Pay Review Committee, 2008 had examined the matter relating to maintenance of Government quarters and observed that the Govt. is required to spend a good amount of fund every year for maintenance of the Quarters. But the amount of license fees being collected from the occupants meets only a small portion of such expenditure. It also recommended revising the license fee so that a higher portion of maintenance expenditure can be met out of the collected license fees. This Committee is also agrees with the views of the Pay Review Committee, 2008 and **recommends that the matter may be looked into by the State Government separately and a judicious decision may be taken to resolve the matter**

#### **8.4 Compensatory Allowance:**

Compensatory Allowance is provided to the employees in Tripura considering the higher cost of living due to geographical and communication isolation and its special category status. The Compensatory Allowance has been revised w.e.f. 05-05-2009 at the following rates:

<b>Sl. No.</b>	<b>Pay range.</b>	<b>Existing rate</b>
1.	All employees under PB 1	Rs.225/-
2.	All employees under PB 2	Rs.275/-
3.	All employees under PB 3	Rs.325/-
4.	All employees under PB 4, HAG + scale and Apex Scale	Rs.400/-



Various Associations proposed for revision of the rates considering the higher costs of living due to geographical and communication isolation and its special category status.

The Committee has examined the matter. It has been observed that there are several types of allowances like *Compensatory Allowance, Special Compensatory Allowance, City Compensatory Allowance etc.*, which can be rationalized keeping in view the similar system being adopted by different States. **The Committee feels that the State Government may examine separately and also actively consider rationalization of these allowances.**

The State is well-connected with railway network as well as roadways. Remoteness of some areas of the State has now ended due to construction of all-weather roads. Accessibility to erstwhile remote areas have increased manifold during the last decade. Taking these factors into consideration, **the Committee recommends that the existing rates of Compensatory allowances may be allowed to continue** as per their respective entitlement in appropriate level of the Pay matrix

### **8.5 Special Compensatory Allowance:**

The Special Compensatory Allowance is being provided to the employees working in TTAADC areas. This allowance is provided in lieu of CA. The existing rate of Special Compensatory Allowance is as follows:

<b>Sl. No.</b>	<b>Pay Band</b>	<b>Existing Rate</b>
1.	All employees under PB1	Rs.300/-
2.	All employees under PB 2	Rs.350/-
3.	All employees under PB 3	Rs.400/-
4.	All employees under PB4, HAG + scale and Apex Scale	Rs.500/-

Several representations have been received from different stakeholders for enhancing the existing rates of Special Compensatory Allowance.

The Committee has examined the matter in light of recommendations made in respect of Compensatory Allowances and **recommends that the existing rates of Special Compensatory Allowances may be allowed to continue as per their respective entitlement in appropriate level of the Pay matrix.** A Government employee entitled to Special Compensatory Allowance shall not be eligible for Compensatory Allowance mentioned above.

### **8.6 City Compensatory Allowance**

The City Compensatory Allowance is being provided to the State Government Employees posted in Tripura Bhawans, Sales Emporium and Information Centre etc. located outside the State. The existing rates of City Compensatory Allowance are as follows:

<b>Sl. No.</b>	<b>Pay Band</b>	<b>Existing rate</b>
1.	All employees under PB1	<i>Rs.150/-</i>
2.	All employees under PB 2	<i>Rs.200/-</i>
3.	All employees under PB 3	<i>Rs.250/-</i>
4.	All employees under PB4, HAG + scale and Apex Scale	<i>Rs.300/-</i>

Several representations have been received from different stakeholders for enhancing the existing rates of City Compensatory Allowance.

The Committee has examined the matter in light of recommendations made in respect of Compensatory Allowances and **recommends that the existing rates of City Compensatory allowances may be allowed to continue** as per their respective entitlement in appropriate level of the Pay matrix. A

Government employee entitled to City Compensatory Allowance shall not be eligible for Compensatory Allowance or Special Compensatory mentioned above.

### **8.7 Medical Allowance:**

The existing rate of Medical Allowance is Rs. 250/- per month in respect of Group-C & D Government employees and Government pensioners. Different Associations have demanded a hike in the existing rate.

**The Committee recommends revision of the allowance from existing Rs.250/- per month to Rs. 500/- per month for the Group-C and Group- D Government employees.**

Some of them have also demanded for Medical Reimbursement in respect of some critical diseases. It is observed that some states like Kerala, Punjab, Andhra Pradesh and Tamil Nadu have introduced Health Insurance Scheme for their State Government employees.

**The Committee feels that the Government in the Health Department and Finance Department may examine the feasibility of introducing Health Insurance Scheme for the State Government employees. Once such scheme is introduced in the State, the existing system of allowing medical allowance/ medical reimbursement may be discontinued. The amount under medical allowance shall be utilized for payment of premium, if any.**

### **8.8 Washing Allowance :**

Washing Allowance is being provided to certain categories of employees under Health & Family Welfare, Prison Directorate and to Drivers and Group-D employees across the Departments. Present rate of Washing Allowance is as follows:

Sl. No.	Name of Department / Directorate	Categories of employees	Existing rate .
1.	Health and Family Welfare.	Nursing personnel	Rs.75/- per month .
2.	Prison Directorate	Gazetted and Non-Gazetted staff.	Rs. 75/- per month.
3.	Common to all Departments.	Drivers /Group – D employees	Rs. 60/- per month.

Several representations have been received from different stakeholders for enhancing the existing rates of Washing Allowance. The Committee has examined the same and recommends the revision of rates as follows:

Sl. No.	Name of Department / Directorate	Categories of employees	Recommended rate
1.	Health and Family Welfare.	Nursing personnel	Rs. 150/- per month
2.	Prison Directorate	Gazetted and Non-Gazetted staff.	Rs. 150/- per month
3.	Common to all Departments.	Drivers /Group – D employees	Rs. 100/- per month

### **8.9 Non-Practicing Allowance :**

At present Non-Practicing allowance is being provided to certain categories of Medical Officers borne under the Tripura Health Service, Tripura Dental Service, Tripura Veterinary Service at the following rates;

#### **Tripura Health Service**

	Category of Medical Officer	Existing rate
i)	THS Gr-I Medical Officers.	@ Rs. 2000/- per month.
ii)	THS Gr-II Medical Officers	@ Rs. 2000/- per month.
iii)	THS Gr-III Medical Officers	@ Rs. 1500/- per month.
iv)	THS Gr-IV Medical Officers	@ Rs. 1000/- per month.

### **Tripura Dental Service**

	<b>Category of Medical Officer</b>	<b>Existing rate</b>
1)	Grade-I (Selection Grade)	Rs. 2000/-
2)	Grade-II(Specialist Grade)	Rs.2000/-
3)	Grade-III(Senior Grade)	Rs.1500/-
4)	Grade-IV(Junior Grade)	Rs.1000/-

In respect of Homeopathic and Ayurvedic discipline, NPA is paid at the following rates:

1. State Homoeopath – Rs. 800/- per month
2. Homeo Medical Officer- Rs. 400/- per month
3. Ayurvedic Medical Officer Rs. 400/- per month

The Officers borne under Tripura Veterinary discipline are paid with NPA @ Rs.300/- per month.

Other than these, the Health & Family Welfare Department vide Notification No. F.3(352)-HFW/1999 dated 08.07.2015 have allowed Non Practicing Allowance @ 10% of the Basic Pay to the medical officers holding the following administrative posts viz., Directors of Health & Family Welfare Department, Additional Directors, Joint Directors, Deputy Directors, Assistant Directors, Medical Superintendents of State/ District Hospitals, Chief Medical Officers/ Programme Officers and Sub-Divisional Medical Officers.

There have been demands from several Associations for revising the rate of Non-Practicing Allowance considering the urgent nature of services being provided to the patients by the Medical Officers. Some Associations have also demanded for enhancing the rate of Non-Practicing Allowance of Dental, Homoeopath and Veterinary Doctors to the Medical Officers borne under Tripura Health Service.

**The Committee feels that the rates have been revised very recently and therefore it is not inclined to revise the existing rate any further. The Committee also feels that the Health Department may examine the feasibility of increasing the rate of Non-Practicing Allowance for all categories of Medical Officers borne under different cadres in future to maintain a semblance of parity. Similar exercise may also be taken up by ARD Department in respect of Officers under the Veterinary discipline.**

#### **8.10 Disability Allowance:**

In the present system Conveyance Allowance is being paid to the visually and physically handicapped employees. It is observed that such conveyance allowance is paid @ Rs. 250/- per month for physically handicapped employees/workers and Rs.300/- per month for visually handicapped employees. The Committee has examined the matter and feels that the same be renamed as Disability Allowance. The Committee also sympathetically considers the status of physically challenged employees and recommends allowing them Disability Allowance at the following rates:-

- (i) Physically handicapped State Government employees @ Rs. 1000/- per month.
- (ii) Visually handicapped State Government employees @ Rs. 1000/- per month.
- (iii) Physically handicapped Fixed Pay/ DRW and Contingent Workers @ Rs. 700/- per month.
- (iv) Visually handicapped Fixed Pay/ DRW and Contingent Workers @ Rs. 700/- per month.

### **8.11 Children Care Allowance:**

A physically challenged employee has to face several challenges in day-to-day life. Besides attending his official works, he has to maintain his family while looking after the needs of his children. Besides these, there are also a few numbers of employees having children with special needs. In both cases, it is quite difficult for the concerned employees to take care of their children. **The Committee feels that Children Care Allowance @ Rs.1000/- per month may be considered for visually and physically handicapped employees including Fixed Pay/DRW and Contingent Workers and for employees having disabled child. In respect of a physically challenged employee/worker, such allowance shall be paid in addition to disability allowance, while for a Government employee having a disabled child shall be allowed children care allowance @ Rs. 1000/- per month only. The maximum ceiling limit for entitlement of disability allowance and children care allowance together shall not exceed Rs. 2000/- per month.** Such allowance shall be allowed only in genuine cases after proper verification of records. The State Government may consider issuing separate guidelines in this regard.

### **8.12 Overtime Allowance for drivers:-**

Overtime Allowance is being paid to the drivers @ Rs.4/- per hour subject to following monthly ceiling:

- 1) Rs.350/- per month (For the Drivers serving within the State)
- 2) Rs.500/- per month (For the Drivers serving in Tripura Bhavans of New Delhi, Calcutta & Gauhati)

The above allowance is provided on consideration that the drivers are often required to perform duties beyond office hours. Normally such Overtime Allowance

should be admissible where normal DA is not admissible. But it is observed this criteria is not enforced strictly in most of the cases. The issue needs to be looked into by the Departments. The Committee feels that this benefit is being provided from a long time, and recommends its continuation subject to following monthly ceiling:

- 1) Rs.400/- per month (For the Drivers serving within the State)
- 2) Rs.550/- per month (For the Drivers serving in Tripura Bhavans of New Delhi, Calcutta & Gauhati)

### **8.13 Uniform Allowance:**

Uniform Allowance is allowed to the Nursing Staff under the Health & Family Welfare Department and police personnel of Police Department. **The Committee feels that the uniform allowance may be renamed as Kit Allowance.**

### **8.14 Kit Allowance to the Nursing Staff:-**

Under the existing system, Uniform Allowance is allowed to the Nursing Staff under the Health & Family Welfare Department @ Rs. 75/- per month so as to enable them to afford prescribed uniform for discharging their duties. This rate has been continuing from 05.05.2009. **The Committee feels that Kit Allowances in respect of Nursing Staff under the Health & Family Welfare Department may be revised in the following manner :-**

1.	Kit Allowances for the new entrants only once during their entry into Government Service	Rs. 1200/-
2.	Kit Allowance once in every 3 years	Rs. 800/-

The existing nursing staffs shall not be allowed to avail the benefit of Kit Allowances @ Rs. 1200/- which is meant for new entrants only.



### 8.15 Kit Allowance to the Police personnel/ employees of Jails/ Home Guards/ Excise and Forest Department :-

Some Associations have informed that uniform grant is allowed to certain identified groups of personnel across different departments @ Rs. 1500/- during their first entry into service and thereafter Rs. 700/- for a block of every 5 years and has demanded to increase the rates. **The Committee feels that the rates may be increased in the following manner:-**

Rank	Rate of kit allowance	
	On initial entry	Subsequent years
Tripura Police Service (Gr-I)	--	Rs. 2000/- once in every 3 years.
Tripura Police Service (Gr-II)	Rs. 3000/-	Rs. 1700/- once in every 3 years.
Inspector/ Jailor	--	Rs. 1500/- once in every 3 years
Sub Inspector/ Asstt. Jailor/ Forest Rangers/ Excise Inspectors	Rs. 2000/-	Rs. 1300/- once in every 3 years
Havilder/ Head Constable/ Chief Warder/ Head Warder/ Deputy Ranger/Forester/ Sub-Inspector of Excise/ equivalent rank in Home Guards	Rs.1800/-	Rs. 1000/- once in every 3 years
Constables/ Warder/ Forest Guards/ Excise Constable/ equivalent rank in Home Guards	Rs. 1600/-	Rs. 700/- once in every 3 years

The initial rates as mentioned at Column No. 2 of the table above shall not be allowed to existing Police personnel/ employees of Jails/ Home Guards/ Excise and Forest Department.

### **8.16 Kit Maintenance Allowance:-**

Presently, Kit Maintenance Allowance is allowed to certain categories of uniformed personnel of Home (Police and Fire Services) Department at following rates

- i) For Gazetted Officers - Rs. 75 /- per month.
- ii) For Non-gazetted Officers – Rs.60/- per month.

Rangers/ Foresters/ Head Forest Guards/ Forest guards under Forest Department are also allowed Kit Maintenance Allowance @ Rs. 60/- per month.

The Committee feels that the above rates should be uniform for all ranks of aforesaid **personnel including those in branches of SB, CID, Procurement and Traffic of Police Department and also employees under Jails, Excise and Forest Department and recommends that the existing rate may revised to Rs. 300/- per month.**

### **8.17 Grant relating to Sports Kit:**

Presently, the Physical instructors and coaches are allowed Rs. 500/- per month for every two year block for meeting up the cost of sports kit. Such grant however is not admissible to those Physical Instructors and coaches whose services are utilized primarily for office works/. Demands have been received from few Associations to increase the existing rate as noted above.

The Committee has examined the same and feels that the existing rate and existing norms may be allowed to continue.

### **8.18 Armour Allowance & Special Armour Allowance:-**

Armour Allowance and Special Armour Allowance are allowed to the following police personnel at the rate noted against each. The existing rate is effective from May, 2009 is as follows:-

### Armour Allowance

- (i) Inspector of Police : Rs.75.00 per month
- (ii) Head Constable : Rs.50.00 per month
- (iii) Constable : Rs.35.00 per month

### Special Armour/Mechanical Allowance [Payable to Havildar (Border Wing)]

- i) Special Armour Allowance Rs.50/- per month and
- ii) Special Mechanical Allowance Rs.40/- per month

Considering the objective of providing the allowance, **the Committee does not recommend further revision of the existing rates.**

### **8.19 Ration Allowance:**

Ration Allowance is provided to certain categories of uniformed personnel's belonging to Home (Police/ Fire Service/ Jail) Departments as noted below:-

Sl. No.	Ration allowance provided to the personnel	Existing Rate
1	Police/TSR Personnel upto and including the rank of Inspector of Police	Rs.700/- per month
2	Non-Gazetted Operational Personnel of Fire Service Organisation upto and inclusive of the rank of Station Officer.	Rs.700/- per month
3	Member of the Home Guard Volunteers of Tripura Home Guard Organisation	Rs.700/- per month
4	Non-gazetted Watch and Ward Staff of the Jail Department upto the rank of Jailor.	Rs.700/- per month

The last revision was made w.e.f. 1<sup>st</sup> April, 2017 after budget speech. The Committee therefore recommends revision of rates as follows :-

<b>Sl. No.</b>	<b>Ration allowance provided to the personnel</b>	<b>Existing Rate</b>
1	Police/ TSR Personnel upto and including the rank of Inspector of Police	Rs.800/- per month
2	Non-Gazetted Operational Personnel of Fire Service Organisation upto and inclusive of the rank of Station Officer.	Rs.800/- per month
3	Member of the Home Guard Volunteers of Tripura Home Guard Organisation	Rs.800/- per month
4	Non-gazetted Watch and Ward Staff of the Jail Department upto the rank of Jailor.	Rs.800/- per month

#### **8.20 Training Allowance:**

**Training Allowance @ Rs. 700/- per month is recommended for only those personnel of Police/ Agriculture etc., transferred / deputed on full-time basis to the premier training Institute of their respective Department for conducting training classes to the participants.** However, the guest lecturers to these institutes shall not be entitled to any such allowance. The concerned employee will cease to avail the benefit on being transferred or released from that Institute.

#### **8.21 Travelling Allowance:-**

It is observed that a comprehensive circular was issued on 1<sup>st</sup> June, 1987 in respect of revised entitlement of traveling allowances. Later certain modifications were made in the rates under Memorandum dated 2<sup>nd</sup> June, 1987 and dated 10<sup>th</sup> December, 1999 from the Finance Department. The last revision of rates in respect of entitlement of travelling allowance, transfer grant, packing allowance, daily allowance etc., was undertaken on May, 2009. In the meantime quite a long period has elapsed. Considering price rise and other relevant factors, the **Committee recommends revision of rates as follows:-**

**i) Entitlement for journeys on tour :**

<b>Grade</b>	<b>Travel Entitlement</b>
Officers in the Level of 20 to 21 of Pay Matrix	Economy class by air or AC 1 <sup>st</sup> class by train or AC bus for road journey
Officers in the Level of 14 to 19 of Pay Matrix	Economy class by air for Agartala-Kolkata route, for journey beyond Kolkata or through other routes AC II tier/ AC Chair Car by train/ Delux bus for road journey
Officers in the Level of 11 to 13 of Pay Matrix	Economy class by air for Agartala-Kolkata route, for journey beyond Kolkata or through other routes/ AC III tier/ Ordinary 1 <sup>st</sup> Class by train/ Delux bus for road journey
Officers in the Level of 5 to 10 of Pay Matrix	Economy class by air for Agartala-Kolkata route, for journey beyond Kolkata or through other routes III-tier Sleeper class by train/ Ordinary bus for road journey
Officers in the Level of 1 to 4 of Pay Matrix	Economy class by air for Agartala-Kolkata route, for journey beyond Kolkata or thorough other routes III tier sleeper class by train Ordinary bus for road journey

**ii) Daily allowance**

Daily allowance was last revised in the month of May, 2009. Differential rates are in existence for touring inside and outside the State. Under existing

rates, Daily Allowance is determined on the basis of six pay slabs. Since long, the rates had not been revised. They are required to be enhanced. Considering fact that pay matrix system has been recommended, **the entitlement slabs are recommended to be determined on the basis of Levels:**

Grade	Rate of DA within the State	Rate out-side the State	Hotel rates
Officers in the Level of 20 to 21 of Pay Matrix	Rs. 300/-	Rs. 700/-	Rs. 1700/-
Officers in the Level of 14 to 19 of Pay Matrix	Rs. 270/-	Rs. 600/-	Rs. 1550/-
Officers in the Level of 11 to 13 of Pay Matrix	Rs. 210/-	Rs. 500/-	Rs. 1200/-
Officers in the Level of 5 to 10 of Pay Matrix	Rs. 180/-	Rs. 400/-	Rs. 900/-
Officers in the Level of 1 to 4 of Pay Matrix	Rs. 150/-	Rs. 300/-	Rs. 600/-

## 8.22 Lump sum Transfer Grant and Packing Allowance.

Lump sum transfer grant and packing allowance corresponding to the pay ranges is allowed to an employee on his transfer from one place of posting to other. It appears that the rates were last revised from May 2009. But due to subsequent amendment in the TSCS(Revised Pay) Rules, the **Lump sum Transfer Grant & Packing Allowance is allowed at** the following rates:-

Sl. No.	Pay range	Lump sum transfer grant	Packing allowance
1.	HAG + & Apex scale.	Rs.7500/-	Rs.3000/-
2.	Grade Pay Rs.6800 to 7600/-	Rs.5000/-	Rs.2400/-
3.	Grade Pay Rs.4800 to 6600/-	Rs.2750/-	Rs.1800/-
4.	Grade Pay Rs.2800 to 4600/-	Rs.2000/-	Rs.1200/-
5.	Grade Pay Rs.2000 to 2400/-	Rs.1100/-	Rs.1000/-
6.	Grade Pay below Rs.1900/-	Rs.800/-	Rs.800/-

Considering fact that there is substantial amount of finances involved in revising these rates, the Committee feels that the existing rate of **Lump sum Transfer Grant & Packing Allowance may continue according the following slabs:-**

<b>Sl. No.</b>	<b>Pay range</b>	<b>Lump sum transfer grant</b>	<b>Packing allowance</b>
1.	HAG + & Apex scale.	Rs.7500/-	Rs.3000/-
2.	Pay in Level 16 to 19	Rs.5000/-	Rs.2400/-
3.	Pay in Level 13 to 15	Rs.2750/-	Rs.1800/-
4.	Pay in Level 9 to 12	Rs.2000/-	Rs.1200/-
5.	Pay in Level 5 to 8	Rs.1100/-	Rs.1000/-
6.	Pay in Level 1 to 4	Rs.800/-	Rs.800/-

**However, the State Government may separately examine the feasibility of enhancing the rates.**

### **8.23 Allowance for carrying personal effects**

The Committee feels that the existing rate for carrying of personal effects on transfer may be allowed to continue.

### **8.24 Special yearly compensatory allowance:**

Special yearly compensatory allowance is at present being allowed to the non-gazetted police personnel under the Police Department and the Watch & Ward staff up to the rank of Sub-Jailor/ Discipline Officer of the Prison Directorate. The existing rate of 30(thirty) days basic pay plus dearness allowance appropriate to such basic pay has been effective since 1<sup>st</sup> September, 1988. This special allowance was introduced considering the fact that Police personnel and the Watch And Ward staff have to perform duties throughout the year and they normally cannot enjoy normal holidays that other employees enjoy. Since the nature of job of the above noted employees continued to remain unchanged, the

Committee recommends that the allowance be continued at the existing rate in the revised pay structure.

#### **8.25 State Guest Service Allowance:**

It was brought out that the State Guests who visit the State are required to be provided with high-quality and round the clock service in respect of food, accommodation, protocol and other services. This is work of a critical nature which cannot have any slippages. Presently, this service is being provided by the staff attached to the Circuit House. It is therefore recommended that all the staff deployed in the State Guest House (presently Sonar Tari and Circuit House) may be sanctioned State Guest allowance of Rs 300/- per month for the arduous duty hours clocked by them.

#### **8.26 Special Allowance for operation of duplicating machine:**

Duplicating machines were utilized in different offices long back. With change of technology and modernization of office equipment and facilities nowadays hardly any duplicating machine is in operation in any office. The Pay Review **Committee, 2008 recommended discontinuation of this allowance and also to take steps, by the Departments, to convert the posts of Duplicating Machine Operator to some other posts carrying identical pay scale. But during discussion, it has been indicated by some Associations and some Departments that these posts are still continuing.**

**The Committee feels that the Departments should take immediate steps to convert the posts of Duplicating Machine Operator to some other posts carrying identical pay scale, wherever such posts are still continuing.**

#### **8.27 Hazard Allowance:**

Some departments have demanded introduction of Hazard Allowance in respect of some posts. The Pay Review **Committee, recommended that the**



**Govt. to consider getting the issue examined separately by the Anomaly Committee at a convenient time for taking a considered decision. It also mentioned that there are certain allowances which are provided for undertaking specific types of jobs. Such types of responsibilities go along with the jobs and form a part of the very nature of the jobs themselves. The Committee feels that the issues relating to Hazard Allowance may be looked after by a separate Committee.**

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# **CHAPTER – 9 : GROUP INSURANCE & OTHER ISSUES**

### 9.1 Group Insurance & Savings Scheme :

The Group Insurance & Savings Scheme was notified in November, 1983 and was introduced formally from 1<sup>st</sup> March, 1984. It is intended to provide twin benefits of insurance cover and saving component combined with interest, at a low cost and on a wholly contributory and self-financing basis, to the families of State Government employees in the event of death of the employee while in service and a lump sum payment to the employees or to their families on cessation of employment of the employees with the State Government on account resignation, death retirement etc.,

With effect from 16.07.2009, the rates of contribution are Rs. 75/-, Rs.150/-, Rs.225/- and Rs.375/- per month for employees in Group-D, Group - C, Group -B and Group - A respectively. The corresponding insurance cover has also been revised to Rs.0.75 lakh, Rs. 1.50 lakhs, Rs. 2.25 lakhs and Rs. 3.75 lakhs respectively for Group-D, Group - C, Group -B and Group - A employees respectively. The break-up of the subscription at the existing rates is as under:-

Group	Recommended rate of contribution	Savings Fund(60%)	Insurance premium(40%)
Group-A	Rs.375/-	Rs. 225/-	Rs. 150/-
Group-B	Rs.225/-	Rs. 135/-	Rs. 90/-
Group-C	Rs.150/-	Rs. 90/-	Rs. 60/-
Group-D	Rs.75/-	Rs. 45/-	Rs. 30/-

Presently, 8% interest is being accrued upon the balance of the scheme being maintained under Public account of the Government. Some public sector

Banks have offered various instruments with higher rates of interest on deposit of fund. The facility of deposition of fund at higher interest rates may be explored without hampering the interest of the depositors' of the scheme.

**The Committee feels that the existing rate of contribution under Group Insurance & Savings Scheme may be allowed to continue. The Committee is also of the opinion that Department may examine the feasibility of depositing about 90% of the balance fund of the scheme in the public sector banking instruments with higher rates of interest so that the loss now being incurred for implementation of the scheme can be gradually wiped out. However, care should be taken to protect the security of the deposits.**

### **9.2 Leave Travel Concession:**

Under the existing system, a Government employee is allowed to avail LTC facility for a maximum of three occasions during the entire service career. The first LTC is admissible after completion of 10 years of service and the second LTC is being admissible within the age of 50 years. But between the first and second LTC there should be a gap of at least four years. The 3<sup>rd</sup> LTC, however, may be made availed after attaining age of 50 years. In respect of mode of journey, air journey is admissible between Kolkata and Agartala and beyond Kolkata, the mode of travel may be restricted only to 2<sup>nd</sup> Class AC Sleeper or to the entitled class, whichever is less.

**The Committee feels that the existing provisions are adequate in the present circumstances and the same may be continued.**

### **9.3 Different Advances :**

In the existing system, Medical Advance, Pay Advance, Festival Advance and TA Advance are allowed to the employees at applicable rates. The rate of

Medical Advance against cases referred by the State Medical Board for treatment outside the State has been raised to Rs. 30,000/- from Rs. 15,000/-.

**The Committee feels that the existing rate of advance is justified and hence does not recommend for any deviation from the same.**

#### **9.4 Training Incentives:**

Under the existing revision of pay rules, the following provisions have been framed in respect of training incentive:-

(i) In case of teachers who had obtained B.Ed degree/ UGBT certificate between the period from 01.01.1986 to 31.12.1995 after expiry of 7(seven) years of service but did not get any benefit of training incentive, they shall be provided one increment in the pre-revised scale on 01.01.2006 or from the date of coming over to these rules for the purpose of revision of their pay under these rules. However, those teachers who had obtained B.Ed/ UGBT certificate before entry in the service and had not got any other form of training incentive shall also be provided one increment in the pre-revised scale as incentive on 01-01-2006 or from the date of coming over to these rules or from the date of his appointment whichever is later for the purpose of revision under these rules.

(ii) In respect of Physical Instructors who were recruited under old RR ( before B.P.Ed./ D.P.Ed/ M.P.Ed.), as the case may be, was made as an essential qualification ) and obtained B.P.Ed/ D.P.Ed/ M.P.Ed. as in-service candidate and had not got any other training incentive shall be provided one increment in the pre-revised scale as one-time measure on 01-01-2006 or from the date of coming over to these rules or from the date of his appointment, whichever is later, for the purpose of revision under these rules.

(iii) The Foresters who were provided one increment as incentive against completion of training after 01.01.1996 and later the same was adjusted with next increment before 31.12.2005 shall be provided revival of the benefit on 01-01-2006 or on the date of coming over to these rules for the purpose of revision under these rules. In cases of other foresters who were granted such incentive after 1.1.2006, subsequent adjustment with next increment in the revised pay structure shall not be made.

(iv) In respect of following categories of employees, the existing system of providing training incentive in the form of one increment is replaced with lump sum incentive grant with effect from 1st January, 2009 for all cases who have completed training on or after 1.1.2009 as indicated in table below ;

<b>Category of training</b>	<b>Category of employees involved</b>	<b>Duration of training</b>	<b>Lump sum incentive recommended</b>
B.Ed	Teacher	1 year	Rs.3000/-
T.Ed.	Teacher	6 months	Rs.2000/-
CETE	Teacher	6 months	Rs.2000/-
UGBT	Teacher	1 year	Rs.2500/-
CPE	Teacher	6 months	Rs.1500/-
VLW training	Agri. Asstt	1+1=2 years	Rs.2500/-
Forestry training	Forester	1 year	Rs.2500/-
B.P.Ed	Phy. Instructor (recruited under old RR)	1 year	Rs.3000/-
Tripura Accounts-cum-Administrative Training	Clerks	5 months	Rs. 2000/-

While discussion on the issue with Employees' Associations/ Unions, it has been demanded to replace the existing system of lump sum incentive with the previous system of one increment.

The Committee has examined the matter and feels that the existing system of providing training incentive is justified considering the financial position of the State. In view of the above, the Committee is not inclined to further revise the rates of training incentive and recommends that the system of lumpsum incentive may continue in place of one increment.

### **9.5 Working days, working hours and holidays:**

The Committee has invited suggestions from the Employees' and Officers' Associations/ Unions as well Departments on - (i) opening and closing hours in view of early sunrise, (ii) Hours of work, (iii) Holidays and (iv) Weekends.

Number of Employees' and Officers' Associations/ Unions and few Departments submitted their views on the aforesaid points. While some of them have suggested to consider for 5(five) working days starting from Monday to Friday, other have demanded for converting the "restricted holidays" into "normal holidays". In case of 5(five) days' week, it has been informed that the timings of office may be from 09:00 AM to 6:00 PM. During discussions, many representatives also raised the issue of providing atleast 2(two) days' in week as holiday.

The Committee has examined the matter and observes that the State Government employees are to work 6(six) days' a week with office timings in between 10:00 AM to 5:00 PM. They are also entitled to holiday on 2<sup>nd</sup> Saturday of every month. The practice of 5(five) working days is followed in the Central Government and in few other States. Banks are providing holidays on 2<sup>nd</sup> and 4<sup>th</sup> Saturday of a month to their employees.

The Committee feels that the State Government **may examine the feasibility of implementing 5(five) working days a week for its employees or for considering the 2<sup>nd</sup> and 4<sup>th</sup> Saturday of the month as**



**holidays to gain experience for eventual conversion to five days a week if the system is found justifiable and in public interest.**

# **CHAPTER – 10: PAY ANOMALIES**

**10.1** It has been observed that in almost all previous revisions of pay there have been few distortions/deviations in the pay connected to some posts. These distortions/ deviations have been mentioned by the previous State Pay Commissions and Pay Review Committee as anomalies.

**10.2** The terms of reference of the Committee also indicate that it is required to consider the anomalies in pay scales arising out of 2009 revision. Towards this end, the Committee also invited suggestions/ views/ opinions from various Employees' & Officers' Associations/ Unions as well as from the Departments on the matter. Accordingly, a large number of distortions/ deviations in the pay structure have been placed before the Committee. The Committee has examined the issues brought before it. From the materials provided, it appears that the distortions/ deviations in the pay structure can be classified into the following:-

- (i) Cases where some posts having similar nature of recruitment requirement, job, designation etc., across different departments have been allowed dissimilar pay structure compared to others.
- (ii) Cases where historical parity in pay structure has been disturbed.
- (iii) Cases where promotion posts and feeder posts have been allowed similar pay structure.
- (iv) Cases where scales of pay are not commensurate with the recruitment qualification, nature of job and responsibilities attached to these posts.
- (v) Cases where junior employees are getting more than their seniors due to financial upgradation under Tripura State Civil Service(Revised Pay) Rules, 2009.
- (vi) Cases where there is no avenue for next promotion as per existing Recruitment Rules and Revised Pay Rules.

A list of distortions/ deviations in the pay structure as brought before the Committee is placed at **Annexure 9**.

**10.3** The Committee examined all those anomaly affected cases which cut across Departments and are general in nature or those anomalies which are so obvious and glaring that they have created a deadlock situation in the concerned Departments, thus affecting the effective functioning of the Department(s) itself. The Committee observed that most of the anomalies are mainly due to fixation of pay beyond the promotional post on entitlement of ACPS, which is not covered in the Recruitment Rules.

**10.4** Examination of the distortions/ deviations in the pay structure requires an in-depth analysis of the relevant recruitment rules, revision of pay rules, comparative study with similar posts of various departments, historical parity among different posts of similar nature, horizontal and vertical connectivity of the posts and the future consequences connected to such revision. The process itself is an extensive exercise which requires long time. This Committee is constrained by the time frame allowed to it. Analysis of the distortions/ deviations in the pay structure and suggesting ways-outs for removal of those distortions/ deviations cannot be completed with this short time slot. With the introduction of new pay matrix system, it is expected that a number of distortions/ deviations will be removed. Still, there may remain few more distortions/ deviations which may require further in-depth examination. The Committee recommends that the State Government may set-up an **Anomaly Committee at a convenient time after the new pay matrix system is implemented so that analysis and examination of each of the issues brought before this Committee can be addressed on merit.**

# **CHAPTER – 11: RETIREMENT BENEFITS**

### **11.1 Terms of reference:**

The terms of reference of the Pay and Pension Revision Committee in respect of pension is as under: "*Revision of pensions, other issues related to retirement benefits of State Government employees*". To address this matter, the Committee has examined the pension and other retirement benefits as envisaged in "The TSCS(Revised Pension) Rules, 2009" alongwith it's up to date amendments.

### **11.2 Pension and Constitutional Provisions:**

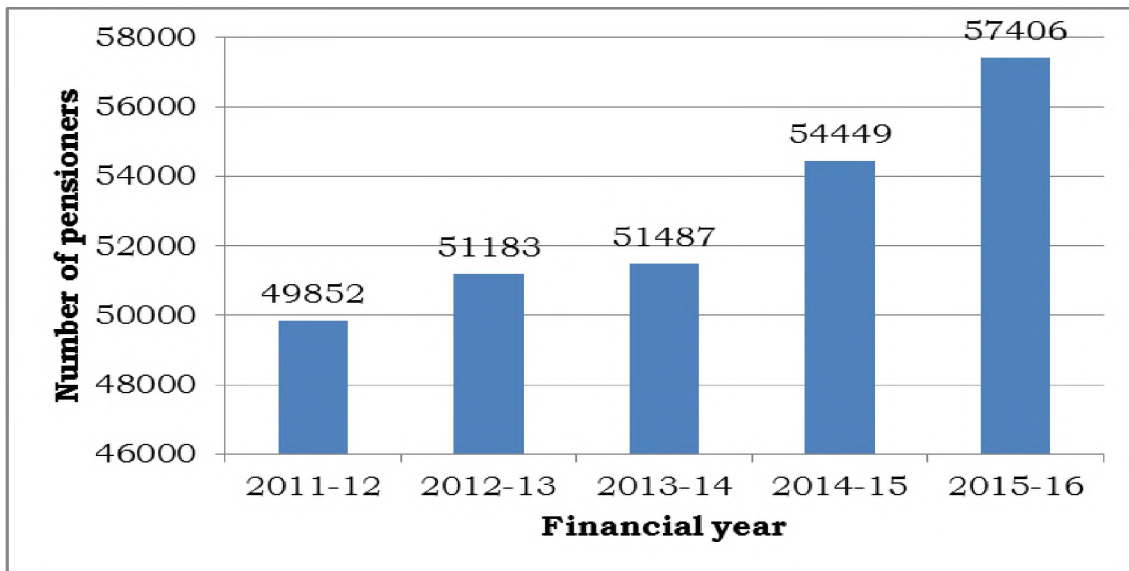
The term pension finds its mention in Article 366(17) of the Constitution of India. Therein, pension is indicated as: "*Pension means a pension, whether contributory or not, of any kind whatsoever payable to or in respect of any person, and includes retired pay so payable, a gratuity so payable and any sum or sums so payable by way of the return, with or without interest thereon or any other addition thereto, of subscriptions to a Provident Fund.*"

The Supreme Court of India has delivered a number of landmark judgements on issues relating to pension. In its judgment in D.S. Nakara and others Vs Union of India [AIR 1983 SC 130], the Supreme Court held that a pension scheme consistent with available resources must provide that a pensioner would be able to live free from want, with decency, independence and self-respect and standard equivalent at pre-retirement level. In another case, it has been mentioned that pension is earned by the employee for service rendered to fall back upon after retirement.

### **11.3 Number of pensioners :**

The total numbers of pensioners and family pensioners as reflected in the Finance Accounts of the State Government compiled by the Comptroller &

Auditor General of India for the period from 2011-12 to 2015-16 is given at **Table No. 10**. Graphical analysis of the figures highlighted at Table No. 10 would indicate that there is substantial growth in the number of pensioners and family pensioners over last few years.



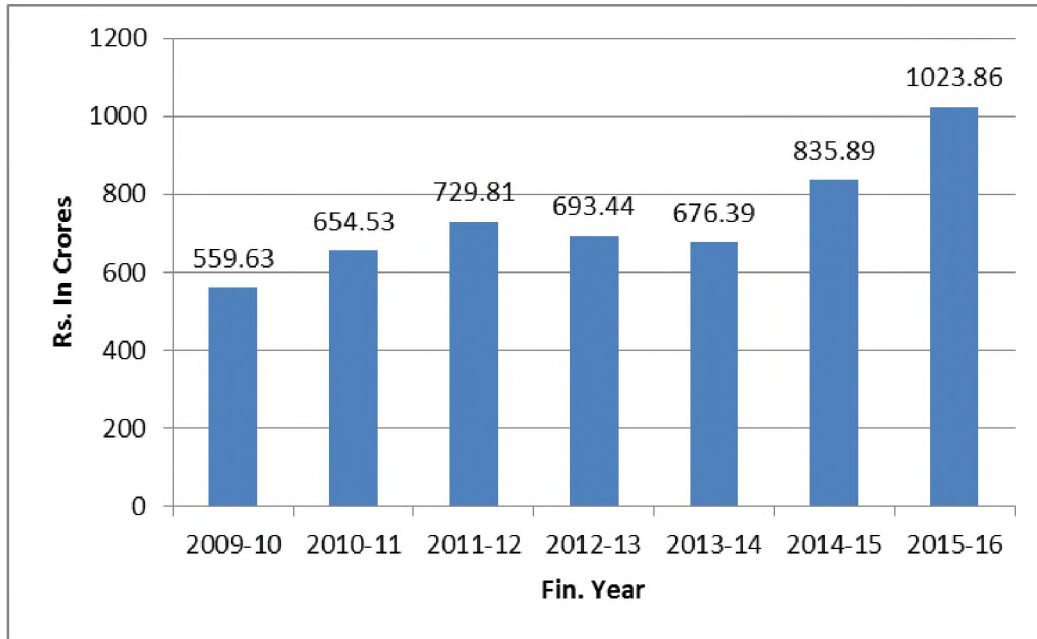
As per "Budget at a Glance, 2016-17", 3085 regular government employees have proceeded on retirement due to superannuation during 2016-17. From the "Budget at a Glance, 2017-18", it appears that about 43600 Government employees will retire in next 10 years including 2017-18. Category-wise break-up of number of employees expected to proceed on superannuation during the next 10 years is given at **Table No. 11**

So by the end financial year 2026-27, the number of pensioners and family pensioners taken together would be **about 1 lakh**. Due to revision of pay structure and considering its likely impact on the retirement benefits of the pensioners, the financial burden on the State exchequer will increase substantially.

#### **11.4 Expenditure on pensions:**

During the period from 2011-12 to 2015-16, there has been substantial increase in expenditure on pension and family pension. **Table No. 12** depicts the expenditure on pensions during the aforesaid period. The graphical

representation of expenditure figures reflected in the above table is given below:-



From the above figures it appears that the expenditure on pension has gone up by 40% over last five years.

### 11.5 Age of superannuation:

Presently, the age of superannuation of all categories of employees is 60 years. Several Associations/ Unions have advocated for increasing the age of retirement in respect of Group-D employees to 62 years while a good number of Association have indicated that the existing age of retirement is suitable in the context of the State of Tripura. The Committee has discussed the matter at length and is inclined to **continue with the existing norms of age of superannuation applicable to the various categories of State Government employees.**

### 11.6 Fixation formula for pension / family pension:

As per the existing policy, the pensioners who have superannuated / retired before 01.01.2006 and their family pensioners are allowed pension based upon following methods of calculation:-



**i) Those who have retired prior to 01.01.1986:**

Basic Pension (without merger) + 86% DR over basic pension (without merger) + 45 % booster over basic pension (without merger). The total rounded off to next multiple of 10.

**ii) Those who have retired from 01.01.1986 to 31.12.1995:**

Basic Pension (without merger) + 86% DR over basic pension (without merger) + 40 % booster over basic pension (without merger). The total rounded off to next multiple of 10.

**iii) Those who have retired from 01.01.1996 to 31.12.2005:**

Basic Pension (without merger) + 86% DR over basic pension (without merger) + 40% booster over basic pension (without merger). The total rounded off to next multiple of 10.

In each of the above cases, the amount arrived at is being re-fixed notionally w.e.f 01.01.2006 to 30.11.2012 and financial benefit on the re-fixed pension on 86% is being provided w.e.f 01.12.2012.

The Committee has examined the matter pertaining to revision of pension/ family pension vis-à-vis the financial resource base of the State. The Committee feels that the likely impact of financial implication due to revision of pensions on the State would be considerably high. In order to maintain a balance between the amount involved in extending retirement benefits and the burden on the exchequer, the Committee is inclined to segregate pensioners/ family pensioners into three categories as below:-

- (i) the pensioners/ family pensioners who have retired prior to 01.01.2006;
- (ii) the pensioners/ family pensioners who have retired from 01.01.2006 to 01.04.2017 (both days inclusive) and ;
- (iii) the pensioners/ family pensioners who have retired on or after 01.04.2017

The Committee recommends the following formulae for calculation of revised pension/ family pension as shown against each category in the table below:-

<b>Category of pensioners/ family pension</b>	<b>Formula for calculation of pension/ family pension</b>
Pensioners/ family pensioners who have retired prior to 01.01.2006	The revised pension/ family pension for those who have retired prior to 01.01.2006 shall be determined by multiplying the basic pension/ basic family pension, as had been fixed on 01.01.2006 under the Tripura State Civil Services(Revised Pension) Rules 2009 read with its up-to-date amendment, by 2.25, subject to minimum and maximum rate of pension. The amount of revised pension/ family pension so arrived at shall be rounded off to next higher rupee.
Pensioners/ family pensioners who have retired from 01.01.2006 to 31.03.2017 (both days inclusive)	The revised pension/ family pension for those who have retired from 01.01.2006 to 31.03.2017 shall be determined by multiplying their basic pension/ basic family pension, as had been fixed under Tripura State Civil Services (Revised Pension) Rules 2009 read with its up-to-date amendment, by 2.25, subject to minimum and maximum rate of pension. The amount of revised pension/ family pension so arrived at shall be rounded off to next higher rupee.
Pensioners/ family pensioners who have retired on or after 01.04.2017	50% of the last basic pay drawn (without DA) in the prescribed level in the Pay Matrix w.e.f 01.04.2017 subject to minimum and maximum rate of pension. The amount of revised pension/ family pension so arrived at shall be rounded off to next higher rupee.

**The existing rate of Dearness Relief shall be treated as neutralised within the multiplying factor with effect from the date implementation of the recommendations of the Committee.**

### **11.7 Qualifying years of service for providing full pension:-**

With the implementation of TSCS(Revised Pension) Rules, 2009, the qualifying years of service for providing full pension has been brought down from 33 years to 25 years. During discussion, some Associations have urged for bringing the qualifying years of service for providing full pension further below to 20 years.

The Committee has examined the matter. It has been observed that the practice of following qualifying years of service for providing full pension at 25 years has been functioning well in the State and the State Government Offices have become accustomed to that practice. The reduction in qualifying years of service for providing full pension to a level further below would also invite for further financial burden. **Considering these aspects, the Committee recommends to continue with the existing period of qualifying years of service for providing full pension.**

### **11.8 Minimum and maximum pension :**

Under the existing provisions of the TSCS(Revised Pension) Rules, 2009 read with its amendments, minimum pension is Rs. 3120/- per month (50% of sum of minimum of the modified revised pay in the Pay Band i.e., Rs. 4840/- and Grade Pay i.e., Rs. 1400/-) and maximum pension is Rs.38500/- (50% of sum of maximum of the modified revised Apex scale in the Pay Band i.e., Rs. 77000/-).

Several Associations/ Unions have actively demanded for enhancing the pension at rates commensurate with the revised structure of pay. The Committee has examined the matter in detail in light of the financial liability of the State towards meeting up pension and other retirement benefits. After

careful examination of the matter, **the Committee recommends that the minimum pension may be fixed as 50% of the initial pay at Level 1 of the Pay Matrix (i.e, Rs. 7020/-) and the maximum pension may be fixed as 50% of the maximum pay at Level 21 of the Pay matrix (i.e., Rs. 1,05,720/-).**

### **11.9 Additional pension:**

Under the existing provision of the TSCS(Revised Pension) Rules, 2009 additional quantum of pension/ family pension is available to the pensioners / family pensioners who have crossed / will cross 80 years of age in the following manner :-

<b>Age of Pensioner/ family pensioner</b>	<b>Additional quantum of pension</b>
From 80 years to less than 85 years	20% of the revised basic pension/ family pension
From 85 years to less than 90 years	30% of the revised basic pension/ family pension
From 90 years to less than 95 years	40% of the revised basic pension/ family pension
From 95 years to less than 100 years	50% of the revised basic pension/ family pension
100 years or more	100% of the revised basic pension/ family pension

Most of the organisations that have represented before the Committee have advocated in favour of retaining the additional quantum of pension/ family pension at the above rates. The Committee does not find concrete reasons and justification to revise the existing rates of additional quantum of pension/ family pension and feels **that the existing rates may continue. However, Dearness Relief may not be admissible on the additional pension available to the old pensioners/ family pensioners.**

### **11.10 Family pension:**

Some Associations have indicated that the earlier entitlement of family pension @ 30% of basic pay last drawn by the retired employee at the time of

his superannuation has not been taken care of in the existing pension system. Demands have been put for introducing the same.

We have examined the relevant provisions of the Report of the Pay Revision Commission, 2008 on revision of pay structure for employees covered under the State Government Pay Scales. At Para 9.7.1 of the Report it is mentioned that family pension @ 30% of the basic pay last drawn is allowed with limit on the minimum and maximum amount of pension. Further from Clause D of the Tripura State Govt. Pensioners and Family pensioners (Revision of Pension) Rules, 1999, it seems that for the first 7 years or such period at which the pensioners would have become 65 years, whichever is earlier, the amount of Family Pension shall be same as that of the pension. After that period the family pension as aforesaid shall be admissible which, however, shall not be less than 60% of the pension amount. The Pay Review Committee, 2008 at its recommendation vide Para 9.7.3 (i) of its Report has mentioned that family pension at enhanced rate may be provided in case of death in harness/ death of pensioner by considering the admissibility of adding 7 years to the normal retirement age fixed by the Government subject to attaining the age of 67 years, whichever is earlier. Thereafter, the Pay Review Committee, 2008 vide Para 9.7.3 (iv) of its Report has mentioned that "On all other points the Committee recommends continuation of existing rates and norms of benefits". But the said benefit has not appeared in the TSCS (Revised Pension) Rules, 2009 and its subsequent amendments.

Considering the matter, the **Committee recommends the following:-**

- (i) family pension may be allowed @ 30% of the basic pay last drawn subject to limits of minimum and maximum pension.**
- (ii) In respect of providing family pension at enhanced rate in case of death in harness/ death of pensioner, the admissibility of adding 10 years to the normal retirement age fixed by the**

**Government may be considered subject to attaining the age of 67 years, whichever is earlier.**

- (iii) The existing provision of relaxation of age for payment of family pension for unmarried/ widow daughter may continue. Disabled children and divorcee daughters (until their re-marriage) may be considered and added to this group.**

### **11.11 Death-cum-retirement gratuity:**

Almost all Associations have vigorously claimed for enhancing the existing ceiling limit of Gratuity which, at present, is Rs. 4.00 lakhs only. There is a general demand from several Associations to enhance the ceiling of DCRG to Rs. 20.00 lakhs. Some Associations/ unions have also demanded to include Dearness Allowance(DA) as a factor to the calculation of DCRG.

The Committee have examined the matter at length. There are three types of gratuity :-

- (i) Service gratuity, which is provided in cases of a Government servant who has not completed 10(ten) years of qualifying service, and is being paid at a uniform rate of ½ month's emoluments for each completed six monthly period of qualifying service.
- (ii) Retirement gratuity, which is payable to the employee who superannuates by serving more than 10 years, and is computed by taking ½ month's emoluments for each completed six monthly period of qualifying service subject to a maximum of 16½ times of the monthly emoluments and ceiling of gratuity.
- (iii) Death-in-harness gratuity, which is computed on the basis of length of service of the deceased employee and the corresponding rate of gratuity. Under the existing system, in case of death in harness, the following computation is followed:-

<b>Length of Service</b>	<b>Rate of Death Gratuity</b>
Less than one year	2 times of emoluments
One year or more but less than 5 years	6 times of emoluments
5 years or more but less than 20 years	12 times of emoluments
20 years or more	½ (Half) of emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments

After careful consideration of the demands raised by Associations, financial implications and social dimensions, the Committee makes the following recommendations :-

- (i) The existing ceiling of the gratuity may be enhanced from Rs. 4.00 lakhs to Rs. 10.00 lakhs.**
- (ii) The existing rates of gratuity based on length of service may remain unchanged.**
- (iii) The term revised emoluments for the purpose of calculation of DCRG shall mean last basic pay at appropriate level of the Pay matrix drawn by the concerned employee on the date of retirement.**
- (iv) The benefit of revision of DCRG may be allowed from 01.04.2017.**

#### **11.12 Dearness Relief:**

Several Associations have demanded for providing arrear DR. Even some of them also demanded for considering Dearness Relief to the Pensioners at the rates as applicable to the Central Government employees.

The Committee feels that the State Government is constrained by its financial resources and the above demands of the Associations cannot be considered. The Committee, therefore, bars itself from commenting further on the issue and places the matter to the State Government to decide on the issue

considering its financial resource position. **However, it feels that whenever the State Government revises the rate of DA, DR may also be revised.**

### **11.13 Medical allowance and medical re-imburement for pensioners:**

The present rate of medical allowance is Rs. 250/- per month. Some Associations have demand substantial increase in the present rate of medical allowance on the ground that it is unmanageable to bear the medical expenses at the current rates on the part of a pensioner/family pensioner.

The Committee feels that there is adequate justification in the demand as the pensioners are more vulnerable to diseases at the old age. Such a meagre amount of allowance is not sufficient to meet the medical expenses including purchase of medicines etc,. **The Committee, therefore, recommends that the existing rate of medical allowance may be enhanced to Rs. 500/- per month.**

Under the present system, a pensioner is eligible for medical re-imburement of the cost of treatment for treatment outside the State as an when referred by the State Medical Board subject to a maximum ceiling of Rs. 15,000/- for every 5(five) yrs. Considering the financial condition of the State, **the Committee is not inclined to make any recommendation on the matter and leaves the issue in the jurisdiction of the State Government to decide.**

In the chapter relating to Allowances, the Committee has earlier suggested that the State Government may examine the feasibility of introducing a medical insurance scheme for its employees, for which the employees may forego their medical allowance. The Committee feels that State Government may explore ways to bring the pensioners / family pensioners also within the ambit of similar medical insurance schemes.



#### **11.14 Commutation of pension**

Pensioners are provided with an option to commute 40% of their basic pension under a given commutation formula. In the existing system, pensioners who have commuted a portion of their pension and have completed 15 years from their respective date of retirement will have their commuted portion of restored. Number of Associations/ Unions have urged for lowering the period of restoration of pension from existing 15 years to 12 years. In some cases, it has been demanded to be lowered to 10 years.

The Committee has examined the demands of the Associations vis-à-vis the financial condition of the State. The Committee is not inclined to revise the existing system of commutation and **recommends for continuation of the existing ceiling percentage of commutation and the number of years for restoration.**

**The Pay Review Committee, 2008 had earlier recommended for adoption of revised commutation table as recommended by 6<sup>th</sup> CPC for pensioners (Ref: Annexure-10) who would proceed on superannuation after the effect of TSCS(Revised Pension) Rules, 2009. However, it is observed that this recommendation has not been implemented so far. Had it been implemented with effect from 1<sup>st</sup> January, 2009, it would have prevented outflow of excess payment to the retired employees over the years. This Committee also feels that there is a ground for adoption of the revised commutation table recommended by 6<sup>th</sup> CPC and recommends for its adoption for employees who has proceeded/ will proceed on superannuation on or after 01.04.2017, as the case may be.**

#### **11.15 Encashment of leave**

Under the existing provision, 300 days of earned leave in credit is admissible for encashment. A few number of Associations have demanded for

enhance the same. But the Committee does not find ground to such claims. The Committee, therefore, **recommends for retaining the existing limit of encashment of earned leave. The Committee also recommends to continue with the existing system of computation of encashment of earned leave in credit by taking revised pay in the appropriate level of the Pay Matrix and Dearness Allowance (DA) of the employee concerned.**

#### **11.16 Voluntary retirement:**

In the present system, those employees who have put in a qualifying service of 20 years are allowed to go on voluntary retirement. To this, weightage of 5 years' is being provided to calculate the number of years. Some Associations have approached for lowering the present limit of 20 years for proceeding to voluntary retirement. Considering all aspects, **the Committee feels that the existing norms may be continued.**

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**CHAPTER – 12 :  
EMPLOYEES/ WORKERS OTHER  
THAN REGULAR SCALE STAFF**

### **12.1 Employees/ Workers other than regular scale staff:**

Other than the State Government employees borne under regular scale, employees recruited on fixed pay basis against formal creation of fixed pay posts by keeping in abeyance regular scale posts, Daily Rated Workers/ Monthly Rated Workers/ Contingent Workers/ Part Time Workers engaged against posts created with Finance Concurrence, Permanent Labourers engaged under relevant rules for the Permanent Labourers, Daily Rated Workers/ Monthly Rated Workers/ Contingent Workers/ Part Time Workers engaged without creation of posts with Finance Concurrence, Voluntary Workers namely Home Guards are engaged for smooth running of huge number of State Government establishments. Persons working in Public Places of Worship on monthly remuneration basis with reference to the Merger Agreement are also taken care of by the State Government.

**12.2** Whenever there is a revision in the pay structure of the State Govt. employees working under regular scales, the rates of wages / remuneration of the aforementioned categories of workers and employees are also revised. It has been observed that such revision of wages / remuneration also affects the State finances. **The Committee has examined the matter and suggests the following :-**

**12.2.1** In case of employees recruited on fixed pay basis against fixed pay posts under Group-C & Group-D category by keeping in abeyance regular scale posts; they are allowed monthly remuneration @ 75% of the minimum slab of entry level pay in the concerned Pay Band + concerned Grade Pay taken together. In the proposed pay matrix system, the concept of pay band and grade pay has been done away with. Keeping in view the changed

scenario after implementation of the pay matrix system, **the Committee recommends that fixed pay employees shall continue to get monthly remuneration @ 75% of the initial pay in the level of the pay matrix to which he has been appointed/engaged subject to the condition that the monthly remuneration should not be less than 75% of the minimum of the initial pay of that level of the pay matrix in which he has been appointed/ engaged.**

**12.2.2** In case of Daily Rated Workers/ Monthly Rated Workers/ Contingent Workers/ Part Time Workers engaged against created posts with concurrence of the Finance Department, the Committee recommends the following:-

Category of worker	Existing wage / remuneration	Recommended rate of wages/ remuneration from 01.04.2017
DRW ( Gr-C)	Rs.190.58 per day	Rs.220.00 per day
DRW (Tech)	Rs.198.43 per day	Rs.230.00 per day
DRW (Group-D)	Rs.173.03 per day	Rs.198.00 per day
Monthly Rated Worker (Gr- D)	Rs.5174.00 P.M.	Rs.5970.00 P.M.
Part time Worker ( 4 hours)	Rs.4254.00 P.M.	Rs.4800.00 P.M
Part time Worker ( 3 hours)	Rs.4096.00 P.M.	Rs.4600.00 P.M
Part time Worker ( 2 hours)	Rs.3940.00 P.M.	Rs.4400.00 P.M
Village Chowkidar	Rs.4844.00 P.M.	Rs.5500.00 P.M
School Mother	Rs.3477.00 P.M	Rs.3880.00 P.M.

**12.2.3** In case of Permanent Labourers engaged under relevant Permanent Labourer Rules, **the Committee recommends the following :-**

Category of worker	Existing wage of remuneration	Recommended rate of wages/ remuneration from 01.04.2017
Permanent Labour	Rs.178.02 per day	Rs.210.00 per day

**12.2.4** In case of Daily Rate Workers/ Monthly Rated Workers/ Contingent Workers/ Part Time Workers engaged against created posts without Finance Department's concurrence, **the Committee recommends the following:**

- i) For full time workers, booster of Rs.16.50/- per day or Rs.495/- per month whichever is applicable will be added to the existing rates.
- ii) For part time workers, booster of Rs.8.25 per day or Rs. 247/- per month whichever is applicable will be added to the existing rates.

**12.2.5** In case of Voluntary Workers viz. Home Guards, **the Committee recommends the following:**

Category of worker	Existing wage of remuneration	Recommended rate of wages/ remuneration from 01.04.2017
Home Guard	Rs.181.77 per day	Rs.210.00 P.M.

**12.2.6** In case of Persons working in Public Places of Worship on a monthly remuneration basis with reference to Merger Agreement, **the Committee recommends :**

Category of worker	Existing wage of remuneration	Recommended rate of wages/ remuneration from 01.04.2017
Workers in PPW ( Head Priest)	Rs.6601.15 P.M.	Rs.7350.00 P.M.
Adhikari	Rs. 6372.70 P.M.	Rs. 7100.00 P.M.
Workers in PPW Priest/ Chantai/ Principal Chandi pathak/ Cook / Pujari	Rs.5104.30 P.M.	Rs. 5750.00 P.M.
Workers in PPW/ Tallua/ Mali/Guard/ Singer/Sweeper/ Gardener	Rs.4334.30 P.M	Rs. 4830.00 P.M.

**12.2.7** In case of Adult Literacy Teacher/ Part-time Instructor/ Community Health Guide, **the Committee recommends the following:-**

<b>Category of worker</b>	<b>Existing wage of remuneration</b>	<b>Recommended rate of wages/ remuneration from 01.04.2017</b>
Adult Literacy Teacher	Rs. 3015.10 P.M.	Rs.3400.00 P.M.
Part-time Instructor	Rs. 2910.00 P.M.	Rs. 3300.00 P.M.
Community Health Guide	Rs. 2910.60 P.M.	Rs. 3300.00 P.M.

**12.2.8** The Committee agrees with the recommendation of the Pay Revision Committee, 2008 regarding discontinuation of engagement of Casual/Daily Rated Workers without the concurrence of Finance Department and recommends that the Heads of Offices / Departments during whose tenure these engagements were made should be held accountable for these misdemeanors.



# **CHAPTER – 13 : CADRE SERVICES**

### 13.1 Cadre Services

There are 16 different categories of Cadre Services in the State. These cadre services comprise of Group-A, Group-B and Gr-C officers and employees. Out of these, pay and allowances of the Tripura Judicial Service is being decided by the Supreme Court of India. Therefore, this Committee is not inclined to examine the same in respect of Tripura Judicial Services. Of the remaining 15 cadre services, the status and composition of each service is shown below:-

Name of service	Group- A	Group-B	Group -C
Tripura Civil Service	✓	-	-
Tripura Health Service	✓	-	-
Tripura Police Service	✓	-	-
Tripura Forest Service	✓	-	-
Tripura Dental Service	✓	-	-
Tripura Higher Agriculture Service	✓	-	-
Tripura Veterinary Service	✓	✓	-
Tripura Dairy Service	✓	✓	-
Tripura Engineering Service	✓	✓	✓
Tripura Power Engineering Service	✓	✓	✓
Tripura Government Stenographers' Service	✓	✓	✓
Tripura Secretariat Service	✓	✓	✓
Tripura Audit & Accounts Service	✓	✓	✓
Tripura Agriculture Field Service	✓	✓	✓
Tripura Government Vehicles Drivers' Service	-	-	✓

Several Officers' & Employees' Associations/ Unions of the Cadre Services have approached before the Committee with their respective demands. Some of the demands are common across all the Cadre Services while others are Cadre specific.

**13.2** The Committee has observed that the demands raised by the Associations/ Unions of Cadre Services requires detailed study of historical facts of earlier Pay Commissions, each and every Recruitment Rules specific to the Cadre Service, nature and duties for the relevant posts and responsibilities to be shouldered, financial implication etc., The Committee is constrained by time allocated to it. It is of the view that if the processes of Cadre specific issues are hurriedly examined then some more distortions may arise which will further complicate the matter.

**13.3** The Committee, therefore, recommends that the existing system may be allowed to continue and further views that the State Government may constitute a separate High Power Committee to examine and consider the demands of the cadre services with an aim for rationalization and consolidation.

**CHAPTER – 14 :  
STATE PUBLIC SECTOR  
UNDERTAKINGS & OTHER  
ORGANISATIONS**

### 14.1 Background:

Pay and allowances of the employees of the PSUs/ Corporations/ Statutory Bodies/ Autonomous Bodies / Cooperative Banks / Apex Cooperative Societies/ Boards were revised in 2009.

The State Government vide its Notification No.F.7(01)-FIN(PC)/2017 dated 12<sup>th</sup> April, 2017 constituted the Pay and Pension Revision Committee for giving recommendations on the revision of pay structure of the State Govt. employees. The Committee was also entrusted to examine and recommend on the revision of pay structure of the PSUs/ Corporations/ Statutory Bodies/ Autonomous Bodies / Cooperative Banks / Apex Cooperative Societies/ Boards. The Notification on entrustment of revision of pay of PSUs and other Organizations by the Committee is at **Annexure-11**. The Committee also invited suggestions/ views on revision of pay of employees of PSUs/ Autonomous Organisations/ Agencies/ Corporations etc., from recognised Associations/ Unions of these Organisations and also from the concerned PSUs/ Autonomous Organisations/ Agencies/ Corporations etc., through their respective Departments. Copy of the questionnaires is appended to the Report at **Annexure 12** and **Annexure – 13**.

The Pay and Pension Revision Committee considered the representations of various associations of PSUs, Boards and other organisations. The Committee examined the revision of pay structure made by the Government of Tripura following the submission of Reports by the previous State Pay Commissions and Pay Revision Committee.

## **14.2 Brief status of the Organizations:-**

The Committee has noticed that activities of different PSUs/Local Bodies/Autonomous Bodies/Boards etc. in different fields of public utilities are largely run with the help of direct support of the State Govt. in the form of grants/capital assistance. It is observed by the Committee that only few organizations like TFDPC, TIDC, Tripura Housing and Construction Board, Tripura State Cooperative Bank Ltd. are performing better in terms of financial indicators. TFDPC has paid dividend to the State as well as Central Government against profit earned.

The Committee studied the status of PSUs, Boards and other Organisations over last pay revisions and noticed that the pay structure are not uniformly maintained in the PSUs/Boards and other Organisations. Such as pay structure of the employees of TJML are different from the pay structure adopted for the other PSUs in 2009. Similarly, the pay structure of Tripura Fish Farmers' Development Agency is also different from other like organizations.

During discussion with the Associations and with the nodal Departments, the Committee has come to the knowledge that most of the PSUs are suffering from proper planning and professional management and due to this the Organizations depend heavily on the State Government's grants for payment of salary to their employees.

The Committee observed that financial support from the State Government is not required to TFDPC, TIDC, Tripura Housing and Construction Board, Tripura State Cooperative Bank Ltd. and, therefore, the Committee is not inclined to propose any financial assistance to those Corporations.

The Tripura Road Transport Corporation was established in the year 1969. Over the years, the Corporation extended passenger services connecting Agartala-Dhaka-Kolkata. As per balance sheet as on 31-03-2015 the

accumulated loss is Rs.27.30 crore. The Committee feels that the organization should extend services to the profitable sector in more professional manner. The Tripura Handloom & Handicrafts Development Corporation Ltd is also suffering accumulated loss of Rs.107.85 crore which surpassed paid up capital.

The Committee noticed that most of the PSUs like Tripura Jute Mills Limited, TTDC, TSIC, Tripura Horticulture Corporation Ltd etc are not capable of raising its revenue to run its business to make it profitable organization. The Committee feels that fresh thinking and initiative is required to revamp the activities and operations to achieve at least the break-event point.

Among the Cooperative Banks, the Tripura State Cooperative Bank Ltd. is making profit since 2012-2013. The net profit of Tripura State Cooperative Bank Ltd during 2016-2017 was Rs.9.76 crores and there was no accumulated loss. However, the Committee observed that in 2012-13 the profit was Rs.22.66 crore which has come down to Rs.9.76 crore in 2016-17. The Committee also observed that Agartala Cooperative Union Bank Ltd earned marginal profit during 2012-13 to 2015-16. However, Tripura Cooperative Agriculture and Rural Development Bank is incurring loss since long back with present accumulated loss standing at Rs.16.02 crores

The Committee has noted that at present the employees of Apex Co-operative Societies are getting their pay / wages at different rates for similar posts. The Committee observed that some Development Corporations are in need of capital assistance for financing. Adequate guarantee may be extended to the corporations and they may improve the condition of recovery of bad debts. The Committee feels that these issues need detailed examination by specialists to prepare a long term turn-around plan and it leaves this decision to the State Government.

### **14.3 Analysis and recommendations:**

Considering the financial condition of the PSUs/Local Bodies etc., the Committee makes the following general recommendations for their improvement:-

- (a) The State Government may constitute a Committee to examine feasibility for restructuring of capital for the PSUs with a perspective plan and to set up professional management.
- (b) For improving efficiency special training/ workshop/ refresher courses for the staff/workers may be conducted.
- (c) Some of the PSUs/ Boards etc., are able to collect good amount of revenues. Therefore, the Committee recommends that the State Government may formulate a policy on providing financial assistance/ grants to PSUs/ Local bodies/ Boards etc. If needed, a system of milestones to be achieved and signing of MoUs should be introduced.

The Committee has observed that whenever a revision of pay structure in respect of State Govt. employees have been effected, a similar exercise has also been done in respect of employees and workers of PSUs and other organisations. The presently Committee has also been given a terms of reference to act on this matter. **The Committee recommends that the revision of pay structure to the regular staffs of PSUs, Boards, Banks, Local Bodies etc., may be allowed on the basis of pay matrix in respect of the State Government employees keeping their financial capacities including future commitments of both long and short term in mind.**



**CHAPTER – 15 :  
FINANCIAL RESOURCES OF THE  
STATE GOVERNMENT AND  
ADDITIONAL REQUIREMENT**

### 15.1 Introduction :

The Pay and Pension Revision Committee analyzed the receipt and expenditure of the state during last two Finance Commissions period i.e. since 2006-07 to 2015-16. The Committee also examined the anticipated additional requirement to meet the enhanced pay, allowances, pensions etc. Though there is substantial projected increase under share of taxes the Committee observed that there may be some shortfall as per trend of receipts. The Revenue Deficit Grant will be decreasing as per recommendation of 14th Finance Commission over the 14<sup>th</sup> FC period. However, the State Government will have to explore avenues for mobilisation of additional resources to absorb the impact of upward revision of pay and pension of the State Government employees and PSUs/Other Local Bodies.

The Committee is required to make an estimate of the cost involved in implementing the recommendation under the terms of reference. Due to absence of actual receipt and expenditure during 2016-17 and detailed break-up of employees, DRWs etc., the Committee considered the budget documents and receipt & expenditure over last 10(ten) years to project the anticipated inflow and outflow.

### 15.2 Analysis of State Receipts:

The Committee observed that the sources of fund for the State are mainly State's Own Tax, Non-Tax, Share of Taxes and Revenue Deficit Grant. State also takes borrowing for maintaining development works. The inflow of fund increased on account of share of taxes during 2015-16 to 2016-17 but State suffered less receipt around Rs.2500.00 crore every year since 2015-16

due to discontinuation of Normal Central Assistance (NCA), Special Plan Assistance (SPA) and Special Central Assistance (SCA). Therefore, the requirement of fund for developmental activities/ capital expenditure is to be met out of share of taxes as per recommendation of the 14<sup>th</sup> FC.

### 15.3 Financial Implication due to revision of pay, allowances and pension:

The Committee estimated that the additional annual financial implication will be around Rs. 1189.46 crore for the year 2017-18 as follows:

*(Rupees in crore)*

<b>Particulars</b>	<b>2017-18</b>
Due to revision of pay	761.96
Due to revision of allowances etc.	94.17
Due to revision of pension	333.33
<b>TOTAL:</b>	<b>1189.46</b>

The projected financial implications for next two years are as follows:

*(Rupees in crore)*

<b>Particulars</b>	<b>2018-19</b>	<b>2019-20</b>
Due to revision of pay	4811.30	5099.98
Due to revision of allowances etc.	418.00	450.00
Due to revision of pension	1757.58	2021.22
<b>TOTAL:</b>	<b>6986.88</b>	<b>7571.19</b>

### 15.4 Additional Resource Mobilization - Suggestions:

The Committee has considered the resource constraint and is cautious about the fact that there may be some extra financial implication for implementation of proposed enhancement of pay, pension, retirement benefit etc. However, State may explore for additional resource mobilisation through various means/ ways. Some of the areas to increase revenue collection are as follows:

- (i) State may explore possibility to increase State's Own Tax revenue collection by way of revision of rates of taxes.
- (ii) Efficiency in collection of tax and non-tax revenue may be increased. The revenue earning Departments may explore possibility of widening the base of the taxes.
- (iii) Austerity measures may be taken up to reduce the wasteful expenditure.
- (iv) Completion of projects in a time bound manner to avoid cost overrun.
- (v) The tourism sector may be developed keeping in view improved connectivity through Bangladesh and neighbouring states.
- (vi) Industrial activities based on local resources keeping in view better rail connectivity may be encouraged.

**(Sushil Kumar)**  
**MEMBER**  
**Pay & Pension Revision**  
**Committee**

**(G. Kameswara Rao)**  
**CHAIRMAN**  
**Pay & Pension Revision**  
**Committee**

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# **ANNEXURES & TABLES**

**NOTIFICATION ON CONSTITUTION OF PAY AND PENSION REVISION COMMITTEE**

**GOVERNMENT OF TRIPURA  
DEPARTMENT OF FINANCE**

No. F.7(1)-FIN(PC)/2017/

Dated, 5<sup>th</sup> April, 2017

**NOTIFICATION**

**Subject: Constitution of Pay and Pension Revision Committee.**

The question of constitution of Pay and Pension Revision Committee for giving recommendations for revision of existing pay structure for the State Government employees and pensioners covered under the State Pay Scales has been under consideration for quite sometime. Under this context, the Governor is pleased to constitute the Pay and Pension Revision Committee comprising of the following:

- |  |   |                            |
|--|---|----------------------------|
| 1. Mr. G.K. Rao, IAS (Retd.)<br>Retired Chief Secretary                      | : | Chairman                   |
| 2. Mr. Sushil Kumar, IAS<br>Principal Secretary to the Government of Tripura | : | Member                     |
| 3. Mr. D. Modak<br>Addl Secretary, Department of Finance                     | : | Secretary to the Committee |

2. The terms of reference of the Pay and Pension Revision Committee will be as follows:-

- (x) Revision of pay based upon the pay structure of 2009 revision for the employees covered under the State's pay structure which will include State Government employees, employees of High Court of Tripura and sub-ordinate judiciary, Tripura Legislative Assembly Secretariat, Tripura Public Service Commission, Grant-in-aid Schools, employees of Tripura Board of Secondary Education, Constitutional Bodies.
- (xi) Consideration of anomalies in pay scales arising out of 2009 revision.
- (xii) DA elements and formula for future payment of DA, taking into account DA presently sanctioned by the State Government.
- (xiii) Fixation formula for revision of pay for the existing employees.
- (xiv) Revision of rates of different existing allowances.
- (xv) Service related matters and service conditions arising out of revision.
- (xvi) Revision of norms of pay for classification of Government employees in groups.
- (xvii) Revision of pensions, other issues related to retirement benefits of State Government employees.
- (xviii) Any other matters/ issues that may be referred by the State Government to the Committee.

3. The Committee is empowered to devise, in consultation with Government, its working procedure to accomplish the task.
4. The Committee will make recommendations which may be desirable and feasible, keeping in view and having regard to, amongst other relevant factors:
  - (e) The pay structure of "The TSCS(Revised Pay) Rules, 2009" with its up to date amendments,
  - (f) The pension and other retirement benefits of "The TSCS(Revised Pension) Rules, 2009" with its up to date amendments,
  - (g) Amalgamation of DA,
  - (h) Resource position of the State Government and its commitment on development activities.
5. The Committee will make an estimate of the cost involved in implementing their recommendations; suggest sources of fund for meeting the additional expenditure required for implementing the recommendations. The Committee shall have consultations with the Finance Department of the State Government in this respect.
6. The Committee will submit their recommendations within a period of **45 (forty five) days** from the date of notification of its constitution.

**Sd/- 5/4/17**  
**(M. Nagaraju)**  
Principal Secretary to the  
Government of Tripura

Copy to:-

1. The Secretary to the Governor, Tripura
2. The Principal Secretary to the Chief Minister, Government of Tripura.
3. PS/PA to all Ministers, Government of Tripura.
4. PPS/ PA to Chief Secretary.
5. All Principal Secretary/ Secretary/ Special Secretary.
6. All Departments/ Heads of Departments
7. The Accountant General, Tripura
8. The Secretary, Tripura Legislative Assembly.
9. The Secretary, T.P.S.C.
10. The Registrar General, High Court of Tripura
11. The Director, GA(Printing & Stationery) Department with a request to publish the notification in the Gazette.

Copy further forwarded to :-

1. Mr. G.K. Rao, IAS (Retd.) for information.
2. Mr. Sushil Kumar, IAS, Principal Secretary to the Government of Tripura for information.
3. Mr. D. Modak, Addl Secretary, Department of Finance for information.



**NOTIFICATION ON EXTENSION OF PAY AND PENSION REVISION COMMITTEE**

No.F.7(1)-FIN(PC)/2017  
GOVERNMENT OF TRIPURA  
DEPARTMENT OF FINANCE

*Dated, 19<sup>th</sup> May, 2017*

**NOTIFICATION**

**Subject : Constitution of Pay and Pension Revision Committee, 2017 – Extension of time thereof**

The Governor is pleased to extend the period of submission of report along with recommendations by the Pay and Pension Revision Committee, 2017 constituted vide Notification No.F.7(1)-FIN(PC)/2017 dated 5<sup>th</sup> April, 2017 for revision of pay structure and other related matters in respect of State Government employees including the employees of High Court of Tripura and Sub-Ordinate Judiciary, Tripura Legislative Assembly Secretariat, Tripura Public Service Commission, Grant-in-aid Schools, employees of Tripura Board of Secondary Education, Constitutional Bodies and pensioners upto **31<sup>st</sup> May, 2017**.

**Sd/-**

**( C. Mog )**

Deputy Secretary to the  
Government of Tripura  
Finance Department

Copy to:-

- 1) The Secretary to the Governor, Tripura
- 2) The Principal Secretary to the Chief Minister, Government of Tripura.
- 3) PS/PA to all Ministers, Government of Tripura.
- 4) PPS/ PA to Chief Secretary.
- 5) All Principal Secretary/ Secretary/ Special Secretary
- 6) All Departments/ Heads of Departments
- 7) The Accountant General' Tripura.
- 8) The Secretary, Tripura Legislative Assembly
- 9) The Secretary, T.P.S.C.
- 10) The Registrar General, High Court of Tripura.
- 11) The Director, GA(Printing & Stationery) Department with a request to publish the Notification in the Gazette.
- 12) The Director, IT, Government of Tripura, with a request to upload the Notification in the State Portal.

Copy further forwarded to :-

1. Mr G K Rao, IAS (Retd) Chairman, Retired Chief Secretary.
2. Mr Sushil Kumar IAS Member, Principal Secretary to the Government of Tripura.
3. Mr D. Modak, Secretary to the Committee (Addl. Secretary), Finance Department.

**QUESTIONNAIRE FOR RECOGNIZED ASSOCIATIONS/ UNIONS**

**I. 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 Matrixes 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.

## **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. Also indicate your views of revision of the norms and rates of allowances of any allowance:-
  - i) House Rent allowance
  - ii) Medical allowance/ Medical reimbursement
  - iii) Compensatory allowance
  - iv) City Compensatory allowance (for Tripura Bhawan)
  - v) Washing allowance
  - vi) Conveyance allowance
  - vii) Ration allowance
  - viii) Uniform allowance
  - ix) Kit Maintenance allowance
  - x) Hostel Allowance
  - xi) Cash allowance
  - xii) Non-practicing allowance (NPA)
  - xiii) Travelling & Daily allowance/ LTC/ HTC
  - xiv) Special Compensatory allowance for employees working in TTAADC area

- xv) Overtime allowance
- xvi) Transfer grant and baggage allowance
- xvii) Special yearly Compensatory allowance
- xviii) Armour Allowance and Special Armour Allowance
- xix) Sumptuary allowance
- xx) Robe allowance
- xxi) Concurrent Charge allowance
- xxii) Conveyance allowance
- xxiii) Newspaper and Magazine allowance
- xxiv) Domestic Helper allowance

(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 you 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 be practicable considering the financial condition of the State and considering its commitment to carry on with the developmental activities.***

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**QUESTIONNAIRE FOR DEPARTMENTS****I. ON PAY STRUCTURE & RELATED ISSUES**

1. What are the suggestions from your Department 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?
2. It is expected that an upward revision of the structure of emoluments would commensurate with increasing responsibility and accountability of the employees. Under this context, please give your suggestions on the following points:
  - a. To improve work culture among the employees, and
  - b. To ensure their accountability?
3. What measures may be taken for improvement of professional efficiency of the employees working in the Department? Please give suggestions.
4. What methodology may be considered for the determination of the equivalence of posts within the Government service?
5. Please indicate pay band, grade pay and designation-wise number of employees of different categories available in your Department.

<b>Name of post</b>	<b>Pay band</b>	<b>Grade Pay</b>	<b>Number of regular employees</b>

6. Please indicate number of employees belonging to Fixed pay, DRW, PTW and other contingent workers available in your Department. Please do not indicate contractual workers

<b>Category of post</b>	<b>Number of regular employees</b>
Fixed Pay	
DRW	
PTW(4 hrs)	
PTW(3 hrs)	
PTW(2 hrs)	
MRW	
Any other type of contingent workers, please specify below	

7. Please indicate designations of post/posts which exist in your Department but were not reflected in ROP Rules 1999.
8. Please indicate designations of post/posts which exist in your Department but have become redundant in the present context. How many of such posts can be abolished/re-designated /converted into other posts? Please give details.
9. Please identify the categories of posts in your Department where further rationalization, simplification of designations may be affected for the sake of efficiency and avoidance of anomalies? Please give details

10. While implementing Assured Career Progression Scheme (ACPS) introduced under ROP Rules, 2009 whether any anomaly or complication was noticed in your Department. If so, please indicate those cases. Also give suggestions in this respect, if there be any.
11. Please give views /suggestions for streamlining the present categories of posts in Gr.-A, Gr.-B, Gr.-C and Gr.-D
12. On the recommendations of the 7<sup>th</sup> Central Pay Commission, Central Government has introduced Pay matrix. Would it be suitable in the context of the State Government?
13. On the recommendation of the 7<sup>th</sup> CPC, the Central Government has introduced the concept of providing increment on two different dates. What convenience or inconvenience do you foresee if this system is introduced for the State Government employees?
14. Please indicate whether any anomalies appear in your Department for the existing pay scales for similar posts? If so, please mention such cases along with your suggestions.
15. Please indicate if there is any post in your Department that has no regular promotion channels.
16. Please give suggestions on the following points, if there be any:
  - a. Opening and closing hours in view of early sunrise
  - b. Hours of work
  - c. Holidays and
  - d. Week ends
17. Please mention any other related issues which is relevant from your Departments point of view to be addressed by the Pay and Pension Revision Committee under its terms of reference.
18. Do you have any suggestion on any of the allowances?

## **II. ON RETIREMENT BENEFITS ETC**

1. What are your suggestions on :-
  - a. Ensuring handing over of provisional pension sanction order on the date of retirement,
  - b. Payment of provisional gratuity and leave encashment within a week of retirement and
  - c. Sending of complete pension proposal duly checked and verified to the AG within one month from the date of retirement.

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**ANNEXURE – 5**

**LIST OF ASSOCIATIONS WHO SUBMITTED REPLIES OF THE QUESTIONNAIRES TO THE PAY & PENSION REVISION COMMITTEE.**

<b>Sl. No.</b>	<b>Name of the Association</b>	<b>Address</b>
1	Tripura Employees' Coordination Committee, H.B. Road	Melarmath, H.G.B. Road, Agartala-799001
2	Tripura Government Employees Association (H.B.Road)	S.D.B. Sarani, Agartala, Tripura
3	Tripura Government Teachers Association (H.B. Road)	Sikshak Bhavan, Melarmath, Agartala - 799001
4	Tripura Government Group-D Employees Association	216/C, Office Lane, Agartala - 799001
5	Tripura Technical Employees" Association, (H.B. Road)	Melarmath, Agartala, Tripura-799001
6	Tripura Employees Coordination Committee (Digbijoy Bhavan)	8/A,Colonel Mahim Thakur Sarani, Digbijoy Bhavan, Agartala - 799001
7	Tripura Government Teachers Association,	8-A,Colonel Mahim Thakur Sarani, Agartala, Tripura - 799001
8	Tripura (Non-Government) Teachers Association (H.B.Road)	Samanway Bhaban, Melarmath, Agartala.
9	Tripura Municipal Employees' Association	Samannay Bhaban, Melarmath, (HGB Road),Agartala,Tripura (W)
10	Tripura Bidyut Karmi Union (Regd No.338)	Samannay Bhawan, Melarmath, Agartala
11	Tripura Government Press Employees Union,	Bordowali,Agartala,Tripura
12	All Tripura Diploma Engineers' Association.	Shakuntala Road Extension, Palace Compound, Agartala, Tripura (W).
13	All Tripura Engineers' Association.	Madhya Para, Old RMS Chowmuhani, Agartala, West Tripura.
14	Tripura Purta Sech-O-Karigaari Karmi Union, (H.B. Road)	Melarmath, Agartala, Tripura (W)
15	Tripura Water Supply Karmi Union	Samannay Bhavan, Melarmath, Agartala.
16	Tripura Government Educational Officers' Association	Gandhighat, Agartala,West Tripura
17	Tripura Drugs Control Officers Association,	Gurkhabasti, Agartala.
18	Tripura Graduate Fisheries Officers Association,	11- J.B. Road, Opposite Dainik Sambad Office, Agartala.
19	Tripura Veterinary Doctors' Association	Tripura Veterinary Council Complex, Astabal, Agartala.
20	Tripura Government Homoeopathic Doctors' Association.	Mahim Lane, Saha Cottage, Bhagaban Thakur Chomuhani, Banamalipur, Agartala, 799001
21	Tripura Police Service Officers' Welfare Association.	Agartala, Tripura.
22	Forest Ranger's Association	Abhaynagar, Agartala,Tripura
23	All Tripura ICDS Supervisor"s Association	C/o Ajit Jamatia, Contonment Road, Bhati Abhoynagar, P.O. Abhoynagar, Agartala, Tripura (West)

24	Association of Service Engineers of Tripura (ASSET)	Melarmath, H.G.B. Road, Agartala-799001
25	Tripura Optometry Association	Bipani Bitan, Stall No.276 & 277, Durga Chowmuhani, Agartala, Tripura - 799001
26	Tripura Panchayat Employees Association	6-A Mantri Bari Road, Post office Chowmuhani, Agartala-799001
27	Tripura Government Mechanical Workers Union (H.B.Road)	Samannya Bhaban, Melarmath, Agartala, Tripura.
28	Government Pensioners' Association, Tripura	Praveen Pattan, Ujjayanta Market, 2nd Floor, "B" Block, Children's Park, Agartala-799001.
29	Tripura Chatkal Karmi Samity (CITU)	Hapania, Agartala, West Tripura
30	Tripura Sarkari Shilpa Sramik Union	S.D.B. Sarani, Agartala, West Tripura.
31	Tripura Government Officers' Association	216/1, Office Lane, Agartala, West Tripura
32	TCS Officers Association	Sadar SDM's Office Complex, Agartala.
33	Power Engineers Association	Lenin Sarani (2nd Floor of "Orient Book Society", Agartala.
34	Tripura Agricultural Graduates Association	Ker Chowmuhani, Agartala
35	Tripura State Cooperative Bank Pensioner's Organisation	Mantribari Road, Agartala, Tripura (W)
36	T.R.T.C.Karmi Union	Office Lane, Agartala, Tripura (W)
37	Tripura Cooperative Agriculture and Rural Development Bank Employees' Association.	Office Lane, Agartala, Tripura (W)
38	Agartala Cooperative Urban Bank Employees' Association	Kaman Chowmuhani, P.O.Agartala, Tripura (W)
39	Tripura Horticulture Corporation Employees Association.	THCL Complex, A.D. Nagar, Agartala, Tripura 9W)- 799003
40	Tripura Autonomous and Semi Government Employees Coordination Committee	Sachin Debbarman Sarani, Agartala, Tripura (W)
41	Tripura Rehabilitation Plantation Corporation Employees Association	P.N.Complex, Gurkhabasti, Agartala-799006
42	All Tripura Government Doctors' Association	37, Akhaura Road, Agartala - 799001
43	Tripura Government Ayurvedic Doctors' Association.	Paradise Chowmuhani, Agartala, Tripura West.
44	State Engineers' Association	Colonel Chowmuhani, Jagannath Bari Road, Agartala, Tripura (W)
45	Tripura State Cooperative Bank Employees Union	Post Office Chowmuhani, Agartala
46	College Teachers' Association (Tripura State Committee)	Agartala, Tripura.



**ANNEXURE – 6****LIST OF DEPARTMENTS WHO SUBMITTED REPLIES OF THE QUESTIONNAIRES TO THE PAY & PENSION REVISION COMMITTEE.**

<b>Sl.No.</b>	<b>Name of the Department</b>
1.	Tripura Legislative Assembly
2.	Governor's Secretariat
3.	General Administration (S.A.)
4.	Election
5.	Law
6.	Revenue
7.	General Administration (P&T).
8.	Statistical
9.	Home (Police)
10.	Transport
11.	Co-operation
12.	Public works (R&B)
13.	Power
14.	Public Works (WR)
15.	Health & FW
16.	Information, Cultural Affairs
17.	Tribal Welfare
18.	Welfare of SCs
19.	Food, Civil Supplies & Consumer Affairs
20.	Relief & Rehabilitation
21.	Panchayat Raj
22.	Industries & Commerce
23.	Industries Commerce (H.H. & Sericulture)
24.	Fisheries
25.	Agriculture
26.	Horticulture
27.	Animal Resource Development
28.	Forest
29.	Rural Development
30.	T.R.P. & P.G.P
31.	Science, Tech. & Environment
32.	Planning & Co-ordination

33.	Urban Development
34.	Home (Jail)
35.	Labour
36.	General Administration ( Printing & Stationery)
37.	Education (Higher)
38.	Education (School)
39.	Education (Social)
40.	Education (Sports & Y. P.)
41.	Finance (Audit)
42.	Institutional Finance
43.	Taxes and Excise
44.	Treasuries
45.	High Court
46.	Fire Service
47.	Civil Defence
48.	Public Works (DWS)
49.	Tribal Welfare (Research)
50.	Factories & Boilers
51.	Employment
52.	Information Technology
53.	Welfare of Minorities
54.	Home (FSL, PAC, Prosecution, Coordination Cell)
55.	Tourism
56.	Kokborok & Other Minority Languages
57.	OBC Welfare
58.	Elementary Education

**ANNEXURE –7****NAME OF DIFFERENT OFFICERS' AND EMPLOYEES' ASSOCIATIONS/  
UNIONS WITH WHOM DISCUSSIONS OF THE PAY & PENSION  
REVISION COMMITTEE WERE HELD.**

<b>Sl. No.</b>	<b>Name of the Association</b>	<b>Address</b>
1	Tripura Employees' Coordination Committee, H.B. Road	Melarmath, H.G.B. Road, Agartala-799001
2	Tripura Government Employees Association (H.B.Road)	S.D.B. Sarani, Agartala, Tripura
3	Tripura Government Teachers Association (H.B. Road)	Sikshak Bhavan, Melarmath, Agartala - 799001
4	Tripura Government Group-D Employees Association	216/C, Office Lane, Agartala - 799001
5	Tripura (Non-Government) Teachers Association (H.B.Road)	Samanway Bhaban, Melarmath, Agartala.
6	Tripura Bidyut Karmi Union	Samannay Bhawan, Melarmath, Agartala
7	Tripura Government Mechanical Workers Union (H.B.Road)	Samannay Bhaban, Melarmath, Agartala, Tripura.
8	Tripura Panchayat Employees Association	6-A Mantri Bari Road, Post office Chowmuhani, Agartala-799001
9	Government Pensioners' Association, Tripura	Praveen Pattan, Ujjayanta Market, 2nd Floor, "B" Block, Children's Park, Agartala-799001.
10	Tripura Municipal Employees' Association	Samannay Bhaban, Melarmath, (HGB Road),Agartala,Tripura (W)
11	Tripura Government Press Employees Union	Bordowali,Agartala,Tripura
12	Tripura Sarkari Shilpa Sramik Union	S.D.B.Sarani, Agartala,West Tripura
13	Tripura Purta Sech-O-Karigaari Karmi Union, (H.B. Road)	Melarmath, Agartala, Tripura (W)
14	Tripura Water Supply Karmi Union	Samannay Bhavan, Melarmath, Agartala.
15	Tripura Technical Employees" Association, (H.B. Road)	Melarmath, Agartala, Tripura-799001
16	Tripura Government Officers' Association	216/1, Office Lane, Agartala, WestTripura
17	All Tripura Engineers' Association.	Madhya Para, Old RMS Chowmuhani, Agartala, West Tripura.
18	Tripura Government Teachers Association,	8-A,Colonel Mahim Thakur Sarani, Agartala, Tripura - 799001

19	Tripura Government Educational Officers' Association	Gandhighat, Agartala, West Tripura
20	Tripura Employees Coordination Committee (Digbijoy Bhavan)	8/A, Colonel Mahim Thakur Sarani, Digbijoy Bhavan, Agartala - 799001
21	All Tripura Government Doctors' Association	37, Akhaura Road, Agartala - 799001
22	TCS Officers Association	Sadar SDM's Office Complex, Agartala.
23	Tripura Police Service Officers' Welfare Association.	Agartala, Tripura.
24	State Engineers' Association	Colonel Chowmuhani, Jagannath Bari Road, Agartala, Tripura (W)
25	T.R.T.C. Karmi Union	Office Lane, Agartala, Tripura (W)
26	Tripura Cooperative Agriculture and Rural Development Bank Employees' Association	Office Lane, Agartala, Tripura (W)
27	Tripura Graduate Fisheries Officers Association,	11- J.B. Road, Opposite Dainik Sambad Office, Agartala.
28	Tripura Drugs Control Officers Association,	Gurkhabasti, Agartala.
29	Tripura Veterinary Doctors' Association	Tripura Veterinary Council Complex, Astabal, Agartala.
30	Tripura Government Homoeopathic Doctors' Association.	Mahim Lane, Saha Cottage, Bhagaban Thakur Chomuhani, Banamalipur, Agartala, 799001
31	Association of Service Engineers of Tripura (ASSET)	Melarmath, H.G.B. Road, Agartala-799001
32	Tripura Government Ayurvedic Doctors' Association.	Paradise Chowmuhani, Agartala, Tripura West.
33	Tripura Autonomous and Semi Government Employees Coordination Committee	Sachin Debbarman Sarani, Agartala, Tripura (W)
34	Tripura Horticulture Corporation Employees Association.	THCL Complex, A.D. Nagar, Agartala, Tripura (W)- 799003
35	Forest Ranger's Association	Abhaynagar, Agartala, Tripura
36	Tripura Agricultural Graduates Association	Ker Chowmuhani, Agartala
37	College Teachers' Association (Tripura State Committee)	Agartala, Tripura.
38	All Tripura ICDS Supervisor's Association	C/o Ajit Jamatia, Cantonment Road, Bhati Abhoynagar, P.O. Abhoynagar, Agartala, Tripura (West)
39	Tripura Chatkal Karmi Samity (CITU)	Hapania, Agartala, West Tripura
40	Tripura Rehabilitation Plantation Corporation Employees Association	P.N.Complex, Gurkhabasti, Agartala-799006

41	Tripura State Cooperative Bank Employees Union	Post Office Chowmuhani, Agartala
42	Tripura Optometry Association	Bipani Bitan, Stall No.276 & 277, Durga Chowmuhani, Agartala, Tripura - 799001
43	Tripura State Cooperative Bank Pensioner's Organisation	Mantribari Road, Agartala, Tripura (W)

**ANNEXURE -8****LIST OF DEPARTMENTS WITH WHOM DISCUSSIONS OF THE PAY & PENSION REVISION COMMITTEE WERE HELD**

<b>Sl.No.</b>	<b>Name of the Department</b>
1.	Governor's Secretariat
2.	Law
3.	Revenue
4.	Statistical
5.	Home (Police)
6.	Transport
7.	Co-operation
8.	Public works (R&B)
9.	Power
10.	Public Works (WR)
11.	Health & FW
12.	Information & Cultural Affairs
13.	Tribal Welfare
14.	Welfare of SCs
15.	Food, Civil Supplies & Consumer Affairs
16.	Relief & Rehabilitation
17.	Panchayat Raj
18.	Industries & Commerce
19.	Industries Commerce (H.H. & Sericulture)
20.	Fisheries
21.	Agriculture
22.	Horticulture
23.	Animal Resource Development
24.	Forest
25.	Rural Development
26.	T.R.P. & P.G.P
27.	Science, Tech. & Environment
28.	Planning & Co-ordination
29.	Urban Development
30.	Home (Jail)
31.	Labour
32.	General Administration ( Printing & Stationery)
33.	Education (Higher)

34.	Education (School)
35.	Education (Social)
36.	Education (Sports & Y. P.)
37.	Treasuries
38.	Fire Service
39.	Public Works (DWS)
40.	Tribal Welfare (Research)
41.	Factories & Boilers
42.	Employment
43.	Information Technology
44.	Welfare of Minorities
45.	Home (FSL, PAC, Prosecution, Coordination Cell)
46.	Tourism
47.	Kokborok & Other Minority Languages
48.	OBC Welfare
49.	Elementary Education

**LIST OF DISTORTIONS/ DEVIATIONS IN THE PAY STRUCTURE AS BROUGHT  
BEFORE THE COMMITTEE**

<b>Department</b>	<b>Demands</b>
Health & Family Welfare Department	<ul style="list-style-type: none"> <li>➤ Instrument Mechanic, Gas Mechanic-cum-Plumber, Jr. Carpenter / Jr. Bench Fitter / Mechanic (Refrigerator) / Jr. Mechanic / Jr. Projectionist / Jr. Operator (Cinema) / Jr. Tailor etc., may be allowed the pay in PB-2 with G.P. – Rs. 2200/-. Comparison has been drawn with L.D. Clerk in the Grade Pay of Rs. 2200/- for which requirement qualification is Madhyamik but for the aforesaid posts under Health &amp; F.W. Department, it is Madhyamik or its equivalent plus ITI trained.</li> <li>➤ Sr. Laboratory Technician / Sr. Ward Master / Sr. Radiographer / Asstt. Malaria Officer / Sr. Technician (Blood) / Sr. Malaria Inspector / Paramedical Assistant may be allowed the pay in PB-3 with G.P. – Rs. 4600/-. These are promotion posts. The holders of the feeder posts such as Laboratory Technician / Ward Master / Radiographer Multipurpose Supervisor / Technical (Blood) Multipurpose Supervisor are getting promotion to those posts when they enjoy the same Grade Pay of Rs. 4400/- by virtue of ACP and most of them reach the maximum stage in the Grade Pay of Rs. 4600/-. So, the promotion scale should be a bit higher.</li> <li>➤ Sr. Technician (Radiotherapy) may be allowed the pay in PB-3 with G.P. – Rs. 4600/-. This is same level post as mentioned against Sr. Radiographer / Sr. Laboratory Technician / Sr. Technician (Blood) etc. The recruitment qualification for this post is HS (+2 Stage) passed with Diploma in Medical Radio Diagnostic Technique which is similar to the qualification as required for the aforesaid posts. It is promotion post of Radiographer meant for Cancer Hospital. The scale of the post of Sr. Technician (Radiotherapy) may be made at par with those posts.</li> <li>➤ Public Health Nurse (PHN), Sister / Ward Sister may be allowed the pay in PB-3 with G.P. – Rs. 4800/-. As per approved organogram of the Nursing Services, Sister Tutor, Sister/Ward Sister and Public Health Nurse are in same category in 3 lines i.e. Nursing Teaching Service, Hospital Nursing Service and Public Health Nursing Service. Since all the posts filled up by promotion from the Staff Nurse, so the scale may be made identical.</li> <li>➤ District Nursing Officer may be allowed the pay in PB-3 with G.P. – Rs. 5400/-. The post of Nursing Superintendent (erstwhile Matron) enjoys the Grade Pay of Rs. 5400/- in PB-4 while the scale of the post of District Nursing Officer is Rs. 4800/- in PB-3. But the status of both the posts is similar. In the Hospital Nursing Services, the promotion channel is Staff Nurse – Ward Sister – Dy. Nursing Superintendent – Nursing Superintendent. Similarly in the Public Health Nursing Service line the promotion channel is Staff Nurse – Public Health Nurse – Assistant Nursing Officer (MCH) - District Nursing Officer. So, the deviation in pay may be removed and the post of District Nursing Officer (earlier District Public Health Nurse) may be given the Grade Pay of Rs. 5400/- in the PB-4.</li> </ul>



	<ul style="list-style-type: none"> <li>➤ Library Assistant / Assistant Librarian / Cataloguer may be allowed the pay in PB-3 with G.P. – Rs. 2200/-. Required qualification of the posts Library Assistant / Assistant Librarian / Cataloguer are Madhyamik / HS with 1 year diploma in Library Science in both the Departments. So the scale may be made identical.</li> <li>➤ Pharmacist / Laboratory Technician / Radiographer / Cancer Radiographer / Histopathology Technician / Laboratory Technician (Blood) / ECG Technician may be allowed the pay in PB-3 with G.P. – Rs. 4400/-. The recruitment qualification for all these posts including Ophthalmic Assistant &amp; Prosthetist is HS (+2 Stage) with Science and Diploma Course in the respective line. The Ophthalmic Assistant &amp; Prosthetist have been given the Grade Pay of Rs. 4400/- in PB-3. So the intra-departmental deviation in the pay scale for the above mentioned posts may be removed.</li> <li>➤ The post of Inspecting Officer (Drugs) may be re-designated as Drugs Control Officer and Junior Scientific Officer may be re-designated as Scientific Officer.</li> </ul>
Information & Cultural Affairs	<ul style="list-style-type: none"> <li>➤ Grade pay of Dark Room Assistant is Rs.2200/- and the promotion post of Dark Room Assistant is Assistant Photographer where the Grade pay is same. Besides, the promotion post from Script Writer/ Reporter (Grade Pay is Rs.2200/) to Information Assistant/ Publication Assistant the Grade pay is Rs.2400/- and the promotion post from Cultural Assistant (Grade Pay Rs.2200/-) to Stage Manager/Compere/ Musician Grade pay Rs.2400/- whereas LDC Grade pay is Rs.2200/- and promotion post UDC is Rs.2800/-. These deviations may be looked into.</li> </ul>
Industries & Commerce	<ul style="list-style-type: none"> <li>➤ Pay of Superintendent under the Directorate of Handloom, Handicraft &amp; Sericulture was raised from 5500-10700/- to 6500-12300/-. But the Pay scale of Superintendent (Ind. / ITI) / Foreman (ITI /Other than ITI) under Industries &amp; Commerce remain unchanged and thus created inter departmental distortions. Matter may be looked into.</li> </ul>
Forest	<ul style="list-style-type: none"> <li>➤ Presently, pay of the Forest Ranger has been fixed in PB-2 (Pay – Rs. 5700-24000/- + G.P. – Rs. 4200/-). The demand is to allow pay fixation in PB-3 (Pay – Rs. 10230-34800/- + G.P. – Rs. 4800/-) as allowed to Inspector of Police, CDPO etc. The justification behind the claim is that both the categories of posts are recruited through TPSC and their job is almost similar. The primary comparison has been drawn between the posts in the hierarchy of Police Department and the Forest Department. It has also been indicated that the posts of Forest ranger has been declared as Class – II gazette in almost all the State in India. The Committee feels that the issue needs further examination of the existing mode of recruitment, the RR of each post whose reference is drawn, qualification for the posts, reports of the previous Pay Commissions &amp; Review Committee. The Committee has examined the matter and recommends that the concerned administrative Department may take up with Finance Department for consideration.</li> <li>➤ Foresters of the Forest Department were allowed the scale of Rs. 1020-2620/- whereas A.S.I. of Police Deptt. were allowed the scale of</li> </ul>

	<p>Rs. 1250-2890/-. The 4th Pay Commission has also recommended to provide the scale for Foresters as Rs. 4000-7890/-, Head Forest Guard as Rs. 3300-7100/- and Forest Guard as Rs. 3200-6200/-. But the matter was not considered in the R.O.P. of 1999 and Pay Review of 2009. It is proposed again to award the similar scale of ASI of Police Department to remove the disparities to the post of Forester of Forest Department.</p> <ul style="list-style-type: none"> <li>➤ Head Forest Guard is a regular promotion post from Forest Guard but no scale in particular has been awarded in the Pay Review Committee's Report in the year 2009. Only a special pay has been added with the scale of Forest Guard. So the Pay Scale awarded to Head Constable of Police which was at par with Head Forest Guard of Forest Department may be looked into.</li> <li>➤ Forest Guard of Forest Department is a Group-C category post like Constable in the Police Department. The pay scale of the Forest Guard may be made similar to the pay scale of Constable of the Police Department.</li> </ul>
Science, Technology & Environment	<ul style="list-style-type: none"> <li>➤ Pay of Observer/ Recorder may be made equal to UDC.</li> <li>➤ Pay of Research Officer may be made equal to Junior Engineer (Degree holder)</li> </ul>
Home (Jail)	<ul style="list-style-type: none"> <li>➤ Existing pay scale of Sub-Jailor, Dy. Jailor is lower than the similar post of Sub Inspector of Police and Subedar (TSR) respectively and pay scale of Jailor (Group-B Gazetted) under Home (Jail) Department is lower than the similar post Inspector of Police (Group-B Gazetted) under Home (Police) Department. Pay scale of Jailor under Home (Jail) Department and pay scale of Inspector of Police, under Home(Police) Department was same scale as was reflected in the ROP, 1988. Sub-Jailor is drawing the same scale of the lower post of Chief Head Warder. Matter may be looked into.</li> </ul>
Education (Higher)	<ul style="list-style-type: none"> <li>➤ The post of Dy. Director of Higher Education carries pre-revised scale of Rs.7800/- - 15,100/- for the direct recruitees. Whereas in some Departments under the Government like School Education, Sports and Youth Affairs and other Departments, the same post carries higher graded scale of Rs.10000/- - 15,100/- at the initial level for the direct recruitees, having similar standard of education qualification and experience. This deviation may be looked into.</li> </ul>
Taxes & Excise	<ul style="list-style-type: none"> <li>➤ Pay scale of the Superintendent of Taxes is Rs.10,230 - 34,800 with grade pay Rs.4,600.00 whereas pay scale of the of TCS Grade-II Officers is Rs.15,600 - 39,100/- with grade pay Rs.5,400/-. This deviation may be looked into.</li> </ul>
Factories & Boilers Organisation	<ul style="list-style-type: none"> <li>➤ The scale of pay of Senior Inspectors (Degree Engineers) are equivalent scale of pay of Executive Engineers of PWD, Power Deptt. Etc. Since long (Rs.10650-325-15850), but in the intermediate stage, considering the demand of TES, the scale of Executive Engineers was converted to Rs.11000-350-18000/-. As a result, Inspectors of this Department were deprived from getting the scale of pay equivalent to Executive Engineers. This deviation may be removed.</li> </ul>
Employment Services & Manpower	<ul style="list-style-type: none"> <li>➤ The Grade Pay of the Joint Director (Non TCS) under Directorate is Rs.6800/- in the ROP, 2009 while the Joint Director of other Department is Rs.7000/-. Matter may be looked into.</li> </ul>
Social Welfare &	<ul style="list-style-type: none"> <li>➤ Supervisor ICDS are getting less pay than that of Panchayat Extension</li> </ul>

Social Education	Officer, Revenue Inspector, Cooperative Inspector, Labour Inspector, Food Inspector etc. since implementation of ROP Rules, 1988. The grade pay of Supervisor ICDS is Rs. 2100/- whereas that of others is Rs. 2400/- under the ROP Rules, 2009. The Committee has examined the matter and recommends that the concerned administrative Department may take up with Finance Department for consideration.
Tripura Board of Secondary Education	➤ Under ROP, 1999 the Deputy Secretary of TBSE was allowed pre-revised scale of Rs. 10000 – 15100/- whereas the Deputy Secretary in some other Department have been allowed the pre-revised scale of Rs. 10650 – 15850 /-. Thereafter, the scale of Deputy Secretary of TBSE has been increased to PB-4 (Pay - Rs. 15600 – 39100/- + GP – Rs. 6600/-) whereas in case of Deputy Secretary in some other Department, it has been revised to PB-4 (Pay - Rs. 15600 – 39100/- + GP – Rs. 6600/-). Similarly for Under Secretary, TBSE, pay has been allowed at PB-4 (Pay - Rs. 15600 – 39100/- + GP – Rs. 5400/-) (pre-revised Rs. 7800 – 15100/-) whereas in respect of Under Secretary in some other Department it has been revised to PB-4 (Pay - Rs. 15600 – 39100/- + GP – Rs. 6600/-) (pre-revised (Rs. 10000 – 15100)). The Committee has examined the matter and recommends that the concerned administrative Department may take up with Finance Department for consideration.

**NEW COMMUTATION VALUE PROPOSED BY 6TH CPC FOR PENSION****COMMUTATION VALUE FOR A PENSION OF Re.1 PER ANNUM**

<b>Age next birthday</b>	<b>Commutation value expressed as number of year's purchase</b>	<b>Age next birthday</b>	<b>Commutation value expressed as number of year's purchase</b>	<b>Age next birthday</b>	<b>Commutation value expressed as number of year's purchase</b>
20	9.188	41	9.075	62	8.093
21	9.187	42	9.059	63	7.982
22	9.186	43	9.040	64	7.862
23	9.185	44	9.019	65	7.731
24	9.184	45	8.996	66	7.591
25	9.183	46	8.971	67	7.431
26	9.182	47	8.943	68	7.262
27	9.180	48	8.913	69	7.083
28	9.178	49	8.881	70	6.897
29	9.176	50	8.846	71	6.703
30	9.173	51	8.808	72	6.502
31	9.169	52	8.768	73	6.296
32	9.164	53	8.724	74	6.085
33	9.159	54	8.678	75	5.872
34	9.152	55	8.627	76	5.657
35	9.145	56	8.572	77	5.443
36	9.136	57	8.512	78	5.229
37	9.126	58	8.446	79	5.018
38	9.116	59	8.371	80	4.812
39	9.103	60	8.287	81	4.611
40	9.090	61	8.194		

**NOTIFICATION ON CONSTITUTION ENTRUSTMENT OF THE TASK OF REVISION  
OF PAY OF PSUs AND OTHER ORGANISATIONS TO PAY AND PENSION  
REVISION COMMITTEE**

**GOVERNMENT OF TRIPURA  
DEPARTMENT OF FINANCE**

No. F.7(1)-FIN(PC)/2017/

Dated, 12<sup>th</sup> April, 2017

**NOTIFICATION**

**Subject: - Constitution of Pay and Pension Revision Committee – Entrustment of the task of PSUs and other Organisations.**

The State Government vide Notification dated 5<sup>th</sup> April, 2017 has constituted a Pay and Pension Revision Committee for examining and recommending the revision of pay and pension of employees and pensioners covered under the State Pay Structure. Whenever revision of pay structure for the State Government employees is considered, similar revision is also considered for employees of PSUs/ Corporation/ Statutory Bodies/ Autonomous Bodies/ Cooperative Banks/ Apex Cooperative Societies/ Boards etc.

2. Considering the above, the aforesaid Pay and Pension Revision Committee is also entrusted with the task of recommending revision of the pay of the employees of PSUs/ Corporation/ Statutory Bodies/ Autonomous Bodies/ Cooperative Banks/ Apex Cooperative Societies/ Boards etc., keeping in view the financial condition of each organisation to pay revised salaries and liabilities.

3. The Committee will submit their recommendations within a period of **45 (forty five) days** from the date of notification of its constitution.

**Sd/-  
(M. Nagaraju)**  
Principal Secretary to the  
Government of Tripura

Copy to:-

1. The Secretary to the Governor, Tripura
2. The Principal Secretary to the Chief Minister, Government of Tripura.
3. PS/PA to all Ministers, Government of Tripura.
4. PPS/ PA to Chief Secretary.
5. All Principal Secretary/ Secretary/ Special Secretary.
6. All Departments/ Heads of Departments
7. The Accountant General, Tripura
8. The Secretary, Tripura Legislative Assembly.
9. The Secretary, T.P.S.C.
10. The Registrar General, High Court of Tripura
11. The Director, GA(Printing & Stationery) Department with a request to publish the notification in the Gazette.

Copy further forwarded to :-

1. Mr. G.K. Rao, IAS (Retd.) for information.
2. Mr. Sushil Kumar, IAS, Principal Secretary to the Government of Tripura for information.
3. Mr. D. Modak, Addl Secretary, Department of Finance for information.

**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. 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?
2. 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?
3. 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?
4. 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.
5. 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 PSUs/Corporations /Statutory Bodies /Autonomous Bodies /Apex Cooperative Societies / Cooperative Banks/ Boards etc.?
6. 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.?
7. What are your views/suggestions regarding the rate of increment and introduction of a different dates for effecting increments following revision of Pay Scales?
8. 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?
9. Are you aware of any anomaly in the existing pay scales for similar posts? If so, please mention such cases along with your suggestions.
10. What benefit would you suggest if someone is stagnating at the maximum of the Pay Scales?

11. 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?
  
12. 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.
  
13. Is there any suggestion with regard to:
  - (e) Opening and closing hours in view of early sunrise
  - (f) Hours of work
  - (g) Holidays and
  - (h) Week ends
  
14. 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.***

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

**I. 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 concerned PSUs/Corporations /Statutory Bodies /Autonomous Bodies /Apex Cooperative Societies / Cooperative Banks/ Boards etc. and its working capital, profitability and liability?
2. Do you think that the financial condition of the concerned organization is an important guiding factor in the revision of pay structure?
3. 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 by concerned organization?
4. Whether the concerned Organization has earned profit or attained break-even position or incurred loss as per Balance Sheet during 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 for 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.
5. How much of share capital and other grants has been provided to the concerned Organization by the Government during the last five years including 2016-17? What returns have been provided so far to the Government against the said investments?
6. If the concerned Organization is loss making, what is the quantum of accumulated loss upto year 2016-17. Please indicate whether the accumulated loss has surpassed the paid-up capital. If so, what are your suggestions to improve the position of the Organisation?
7. What is the status of finalization of Balance Sheet and Profit & Loss account of the concerned Organization?
8. Please give suggestions on the following points:
  - (a) Ways/Methods to improve work culture among the employees of the concerned Organisations,
  - (b) Ways/Methods to improve efficiency of the employees of the concerned Organisations, and
  - (c) Ways/Methods to ensure accountability of the employees of concerned Organisations?
9. What measures may be taken for improvement of professional efficiency of the employees working in the concerned Organization? Please give suggestions.



10. Please indicate number of employees under different categories.
11. Please indicate pay band, grade pay or pay scale-wise and designation-wise number of regular employees available in concerned Organisation.

<b>Name of post</b>	<b>Pay band/ Scale of Pay</b>	<b>Grade Pay</b>	<b>Number of regular employees</b>

12. Please indicate designations of post/posts which exist in the concerned Organization but have become redundant in the present context. How many of such posts can be abolished/re-designated/converted into other posts? Please give details.
13. Please identify the categories of posts in the concerned Organization where further rationalization, simplification of designations may be effected for the sake of efficiency and avoidance of anomalies? Please give details.
14. Please give views/ suggestions for streamlining/rationalizing the existing categories of posts?
15. On the recommendations of the 7<sup>th</sup> Central Pay Commission, Central Government has introduced Pay Matrix. Would it be suitable in the context of PSUs / Corporation/ Statutory Bodies/ Autonomous Bodies /Apex Cooperative Societies/ Cooperative Banks / Boards etc.?

## **II. N 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, what are the suggestions for revision of existing allowances?

## **III.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. Do the benefits which are being provided now, conform to the provisions of relevant Labour Acts & Rules?
3. Whether the financial health of the concerned Organization permits providing of the existing benefits? If not, what are your suggestions?

## **IV. ON MISCELLANEOUS POINTS:**

Please mention any other related issue that may be addressed by the Pay & Pension Revision Committee.

**Table No. 1: State's Revenue Receipts during 2006-07 to 2016-17**

*(Rupees in crore)*

Sl. No	Particulars	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16 (Pre-actual)	2016-17 (Revised Estimate)
i)	Own Tax Revenue	341.55	370.70	442.50	527.01	622.34	858.02	1004.65	1073.91	1174.26	1332.25	<b>1410.00</b>
ii)	Own Non-Tax Revenue	94.97	115.41	149.04	125.40	131.79	214.22	178.75	246.52	195.64	262.60	<b>251.00</b>
iii)	State Share of Union Taxes	515.78	650.62	686.52	706.34	1122.36	1307.56	1493.18	1630.25	1730.13	3266.02	<b>4100.00</b>
iv)	Revenue Deficit Grant	1064.30	1122.91	1131.90	1133.18	1054.00	934.00	1030.00	834.92	600.00	1089.00	<b>1089.00</b>
<b>TOTAL:</b>		<b>2016.60</b>	<b>2259.64</b>	<b>2409.96</b>	<b>2491.93</b>	<b>2930.49</b>	<b>3313.80</b>	<b>3706.58</b>	<b>3785.60</b>	<b>3700.03</b>	<b>5949.87</b>	<b>6850.00</b>

*(Source: Audit Reports of A.G., Tripura and Finance Department)*

**Table No. – 2: Expenditure on Salary, Wages, Pension, Debt Services and other Non-Plan**

*(Rupees in crore)*

Sl. No	Particulars	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16 (Pre-actual)	2016-17 (Revised Estimate)
i)	Salary and wages	1193.53	1334.12	1466.30	2144.07	2241.90	2318.60	2520.32	2888.65	3348.43	3844.86	<b>4449.34</b>
ii)	Pension and other retirement benefits	267.35	315.29	356.43	559.89	654.77	730.02	694.19	677.25	837.18	1025.31	<b>1230.00</b>
iii)	Repayment of Loan	95.78	116.93	161.12	193.94	205.70	217.52	312.49	219.91	300.00	447.28	<b>616.65</b>
iv)	Payment of Interest	388.17	395.76	394.29	408.51	447.32	493.27	532.81	590.96	681.68	729.39	<b>1003.38</b>
v)	Other Non Plan Expenditure	338.07	368.10	483.64	582.44	446.09	564.62	621.30	770.89	1070.77	987.10	<b>1313.09</b>
	<b>TOTAL:</b>	<b>2282.90</b>	<b>2530.20</b>	<b>2861.78</b>	<b>3888.85</b>	<b>3995.78</b>	<b>4324.03</b>	<b>4681.11</b>	<b>5147.66</b>	<b>6238.06</b>	<b>7033.94</b>	<b>8612.46</b>

*(Source: Audit Reports of A.G., Tripura and Finance Department.)*

**Table No. – 3: Fiscal Indicators of the State during 2006-07 to 2015-16**

*(Rupees in crore)*

<b>Particulars</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>
Revenue Surplus(+)/ Deficit(-)	850.80	904.70	947.33	187.56	809.12	1667.67	1837.42	1701.22	1796.82	1558.27
Fiscal Surplus(+)/ Deficit(-)	131.19	(-)16.01	(-)269.89	(-)1158.71	(-)247.37	258.62	336.56	45.68	(-)1049.03	(-)1650.45
Outstanding Fiscal Liabilities (year-end)	4626.08	4745.32	5066.51	5777.80	6462.90	6873.63	7683.07	8737.61	9331.58	10395.19
Revenue Expenditure	2482.56	2793.64	3129.45	4213.79	4359.48	4809.23	5212.88	5948.96	7442.91	7868.47
Capital Expenditure	818.91	1040.91	1381.59	1543.72	1264.99	1628.67	1814.61	1876.41	3148.02	3657.15

*(Source: Audit Reports of A.G., Tripura.)*

**Table No. – 4 : Status of funds under 13th Finance Commission**

*(Rupees in Crore)*

<b>Item</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>Total during 2010-11 to 2014-15</b>
Share of Taxes recommended	1041.99	1222.23	1441.87	1700.26	2005.54	7411.89
Received from GoI	1122.36	1307.56	1493.18	1630.25	1730.13	7283.48
Non-Plan Gap Grant recommended	1054.00	934.00	1030.00	835.00	600.00	4453.00
Received from GoI	1054.00	934.00	1030.00	834.92	600.00	4452.92
Other Grants received from GoI.	68.07	251.58	216.10	236.34	401.96	1174.05
<b>Total Grants Received from GoI</b>	<b>2244.43</b>	<b>2442.25</b>	<b>2739.28</b>	<b>2701.51</b>	<b>2732.09</b>	<b>12859.56</b>

*(Source: Audit Reports of A.G., Tripura.)*

**Table No. – 5: Status of funds under 14th Finance Commission**

*(Rupees in Crore)*

<b>Item</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>Total during 2015-16 to 2019-20</b>
Share of Taxes recommended	3726.00	4299.00	4968.00	5747.00	6656.00	25396.00
Received from GoI	3266.02	3909.12	--	--	--	7175.14
Revenue Deficit Grant recommended	1089.00	1089.00	1059.00	992.00	875.00	5104.00
Received from GoI	1089.00	1089.00	--	--	--	2178.00
<b>Total Grants Received from GoI</b>	<b>4355.02</b>	<b>4998.12</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>9353.14</b>

*(Source: Audit Reports of A.G., Tripura.)*

**Table No. – 6: Status of Gross State Domestic Product (GSDP) and Net State Domestic Product (NSDP)**

[GSDP base year 2011-12]

	<b>GSDP (Rs. in crore)</b>	<b>Growth(%)</b>	<b>NSDP (Rs. in crore)</b>	<b>Growth(%)</b>
2011-12	19208.41	--	17419.05	--
2012-13	21663.2	12.8%	19631.14	12.7%
2013-14	25592.83	18.1%	23328.98	18.8%
2014-15	29666.62	15.9%	27484.05	17.8%

*(Source: Economic Review of Tripura 2015-16)*

**Table No. - 7: Number of employees of State Government (including fixed pay and others)**

<b>Fin Year</b>	<b>Group – A</b>	<b>Group-B</b>	<b>Group-C</b>	<b>Group – D</b>	<b>Total (2+3+4+5)</b>	<b>Fixed Pay/ DRW/ casual &amp; Others</b>	<b>Total (6+7)</b>
1	2	3	4	5	6	7	8
<b>2010-11</b>	3965	5652	77645	23246	110508	46210	156718
<b>2011-12</b>	4177	4864	77036	21941	108018	44523	152541
<b>2012-13</b>	4512	6429	72527	21598	105066	43880	148946
<b>2013-14</b>	4397	6958	71134	21214	103703	44916	148619
<b>2014-15</b>	4874	7078	70564	21735	104251	46420	150671
<b>2015-16</b>	4208	7465	73805	24557	110035	39188	149223
<b>2016-17</b>	4212	7105	83369	21426	116112	36219	152331

(Source: "Budget at a Glance")



**Table No. – 8 : Calculation of minimum pay as on 01.04.2017 by Pay & Pension Revision Committee**

Sl. No.	Item	Per day PCU	Unit	Per month 3 PCU	Unit	Price/ Unit (Rs.)	Expenses (Rs.)
1	Rice/ Wheat	475	gm	42.75	kg	38.00	1624.50
2	Dal (Masoor/Toor/ Urad/ Moong)	80	gm	7.20	kg	98.00	705.60
3	Raw Vegetable	100	gm	9.00	kg	22.00	198.00
4	Green vegetable	125	gm	11.25	kg	35.00	393.75
5	Other Vegetable	75	gm	6.75	kg	54.00	364.50
6	Fruits	120	gm	10.80	kg	120.00	1296.00
7	Milk	200	ml	18.00	ltr	60.00	1080.00
8	Sugar/ Jaggery	56	gm	5.04	kg	55.00	277.20
9	Edible Oil	40	gm	3.60	kg	120.00	432.00
10	Fish			2.50	kg	140.00	350.00
11	Meat			5.00	kg	130.00	650.00
12	Egg			90.00	Nos.	6.00	540.00
13	Detergent etc			Rs/ month		291.31	291.31
14	Clothing			5.50	meter	164.88	164.88
15	Total (1-14)						8367.74
16	Fuel, Electricity, Water charges						2091.94
17	Total (15) divided by 0.80						10459.68
18	Marriage, recreation, Festivals etc						1845.83
19	Total ( 17) divided by 0.85						12305.50
20	Provide for skill (lumpsum)						500.00
21	Sum(19+20)						12805.50
22	Housing @						396.05
23	Total (21) divided by .97						13201.55
24	Step up to compensate for higher prices in Tripura (10% of 15)						836.77
25	Final minimum Pay as on 01.01.2016(23+24)						14038.32
26	<b>Minimum Pay (Rounded off to next 10)</b>						<b>14040.00</b>

**Table No.: 9 : TRIPURA STATE PAY MATRIX 2017**

Pay Band (Rs)	4840-13000				5700-24000						10230-34800				15600-39100					37400-67000	52000-77000
Grade Pay (Rs)	1400	1650	1800	1900	2000	2100	2200	2400	2800	4200	4400	4600	4800	5400	6600	6800	7000	7100	7600	8700	0
Entry Pay (EP) (Rs)	6240	6580	6920	7300	7700	8060	8340	9840	10620	13500	14630	16690	18660	21000	25200	26610	27460	27840	29920	46100	52000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	14040	14810	15570	16430	17330	18140	18770	22140	23900	30380	32920	37560	41990	47250	56700	59880	61790	62640	67320	103730	117000
2	14470	15260	16040	16930	17850	18690	19340	22810	24620	31300	33910	38690	43250	48670	58410	61680	63650	64520	69340	106850	120510
3	14910	15720	16530	17440	18390	19260	19930	23500	25360	32240	34930	39860	44550	50140	60170	63540	65560	66460	71430	110060	124130
4	15360	16200	17030	17970	18950	19840	20530	24210	26130	33210	35980	41060	45890	51650	61980	65450	67530	68460	73580	113370	127860
5	15830	16690	17550	18510	19520	20440	21150	24940	26920	34210	37060	42300	47270	53200	63840	67420	69560	70520	75790	116780	131700
6	16310	17200	18080	19070	20110	21060	21790	25690	27730	35240	38180	43570	48690	54800	65760	69450	71650	72640	78070	120290	135660
7	16800	17720	18630	19650	20720	21700	22450	26470	28570	36300	39330	44880	50160	56450	67740	71540	73800	74820	80420	123900	139730
8	17310	18260	19190	20240	21350	22360	23130	27270	29430	37390	40510	46230	51670	58150	69780	73690	76020	77070	82840	127620	143930
9	17830	18810	19770	20850	22000	23040	23830	28090	30320	38520	41730	47620	53230	59900	71880	75910	78310	79390	85330	131450	148250
10	18370	19380	20370	21480	22660	23740	24550	28940	31230	39680	42990	49050	54830	61700	74040	78190	80660	81780	87890	135400	152700
11	18930	19970	20990	22130	23340	24460	25290	29810	32170	40880	44280	50530	56480	63560	76270	80540	83080	84240	90530	139470	157290
12	19500	20570	21620	22800	24050	25200	26050	30710	33140	42110	45610	52050	58180	65470	78560	82960	85580	86770	93250	143660	162010
13	20090	21190	22270	23490	24780	25960	26840	31640	34140	43380	46980	53620	59930	67440	80920	85450	88150	89380	96050	147970	166880
14	20700	21830	22940	24200	25530	26740	27650	32590	35170	44690	48390	55230	61730	69470	83350	88020	90800	92070	98940	152410	171890
15	21330	22490	23630	24930	26300	27550	28480	33570	36230	46040	49850	56890	63590	71560	85860	90670	93530	94840	101910	156990	177050
16	21970	23170	24340	25680	27090	28380	29340	34580	37320	47430	51350	58600	65500	73710	88440	93400	96340	97690	104970	161700	182370
17	22630	23870	25080	26460	27910	29240	30230	35620	38440	48860	52900	60360	67470	75930	91100	96210	99240	100630	108120	166560	187850
18	23310	24590	25840	27260	28750	30120	31140	36690	39600	50330	54490	62180	69500	78210	93840	99100	102220	103650	111370	171560	193490
19	24010	25330	26620	28080	29620	31030	32080	37800	40790	51840	56130	64050	71590	80560	96660	102080	105290	106760	114720	176710	199300
20	24740	26090	27420	28930	30510	31970	33050	38940	42020	53400	57820	65980	73740	82980	99560	105150	108450	109970	118170	182020	205280
21	25490	26880	28250	29800	31430	32930	34050	40110	43290	55010	59560	67960	75960	85470	102550	108310	111710	113270	121720	187490	211440

22	26260	27690	29100	30700	32380	33920	35080	41320	44590	56670	61350	70000	78240	88040	105630	111560	115070	116670	125380	193120	
23	27050	28530	29980	31630	33360	34940	36140	42560	45930	58380	63200	72100	80590	90690	108800	114910	118530	120180	129150	198920	
24	27870	29390	30880	32580	34370	35990	37230	43840	47310	60140	65100	74270	83010	93420	112070	118360	122090	123790	133030	204890	
25	28710	30280	31810	33560	35410	37070	38350	45160	48730	61950	67060	76500	85510	96230	115440	121920	125760	127510	137030	211040	
26	29580	31190	32770	34570	36480	38190	39510	46520	50200	63810	69080	78800	88080	99120	118910	125580	129540	131340	141150		
27	30470	32130	33760	35610	37580	39340	40700	47920	51710	65730	71160	81170	90730	102100	122480	129350	133430	135290	145390		
28	31390	33100	34780	36680	38710	40530	41930	49360	53270	67710	73300	83610	93460	105170	126160	133240	137440	139350	149760		
29	32340	34100	35830	37790	39880	41750	43190	50850	54870	69750	75500	86120	96270	108330	129950	137240	141570	143540			
30	33320	35130	36910	38930	41080	43010	44490	52380	56520	71850	77770	88710	99160	111580	133850	141360	145820	147850			
31	34320	36190	38020	40100	42320	44310	45830	53960	58220	74010	80110	91380	102140	114930	137870	145610					
32	35350	37280	39170	41310	43590	45640	47210	55580	59970	76240	82520	94130	105210	118380	142010						
33	36420	38400	40350	42550	44900	47010	48630	57250	61770	78530	85000	96960	108370	121940							
34	37520	39560	41570	43830	46250	48430	50090	58970	63630	80890	87550	99870	111630	125600							
35	38650	40750	42820	45150	47640	49890	51600	60740	65540	83320	90180	102870	114980	129370							
36	39810	41980	44110	46510	49070	51390	53150	62570	67510	85820	92890	105960	118430	133260							
37	41010	43240	45440	47910	50550	52940	54750	64450	69540	88400	95680	109140	121990	137260							
38	42250	44540	46810	49350	52070	54530	56400	66390	71630	91060	98560	112420	125650	141380							
39	43520	45880	48220	50840	53640	56170	58100	68390	73780	93800	101520	115800	129420								
40	44830	47260	49670	52370	55250	57860	59850	70450	76000	96620	104570	119280	133310								



**Table No. – 10 : Number of pensioners**

	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>
Superannuation Pension	35253	36559	36643	39387	42083
Family Pension	14599	14624	14844	15062	15323
<b>Total</b>	<b>49852</b>	<b>51183</b>	<b>51487</b>	<b>54449</b>	<b>57406</b>

(Source: Finance Accounts & Budget At A Glance)

**Table No. –11 : Expected number of pensioners from 2017-18 to 2026-27**

<b>Fin Year</b>	<b>Gr - A</b>	<b>Gr-B</b>	<b>Gr-C</b>	<b>Gr-D</b>	<b>Total</b>
2017-18	157	268	2715	869	<b>4009</b>
2018-19	156	235	2502	935	<b>3828</b>
2019-20	167	191	3216	1022	<b>4596</b>
2020-21	185	223	3074	930	<b>4412</b>
2021-22	158	207	3060	917	<b>4342</b>
2022-23	140	204	3333	1001	<b>4678</b>
2023-24	173	175	3281	975	<b>4604</b>
2024-25	175	161	3260	999	<b>4595</b>
2025-26	125	166	3372	1046	<b>4709</b>
2026-27	109	136	2649	959	<b>3853</b>
<b>Total</b>	<b>1545</b>	<b>1966</b>	<b>30462</b>	<b>9653</b>	<b>43626</b>

(Source: Budget At A Glance)

**Table No. – 12: Expenditure on pension**

(Rs. in Crores)

	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>
Expenditure	559.63	654.53	729.81	693.44	676.39	835.89	1023.86

(Source: Finance Accounts & Budget At A Glance)