

333

File
Pay Commission

LOK SABHA

Starred Question No.961

To be answered on the 20th March, 1961/29th Phalgun,
1882 (Saka)

Implementation of Pay Commission Recommendations

S. M. Banerjee
6. 10/11/61

QUESTION

- *961 (SHRI S.M.BANERJEE:
- (SHRI TANGAMANI:
- (SHRI BIBHUTI MISHRA:
- (SHRI P.C.BOROOAH:

Will the Minister of Finance be pleased to state:

- (a) whether all the recommendations of the Pay Commission have since been implemented;
- (b) if not, what are the recommendations which have not yet been accepted; and
- (c) reasons for delay?

ANSWER

The Deputy Minister of Finance (Smt. Tarkeshwari Sinha)

(a), (b) & (c): Two statements showing (1) the recommendations of the Pay Commission on which decisions have already been taken by the Government but have not yet been implemented; and (2) recommendations which have not yet been accepted, showing in each case the action taken on the respective recommendations, are placed on the Table of the House.

Q 961

Shri S M Banerjee: May I know whether it has been brought to the notice of the hon. Minister that in many cases the employees have lost after refixation of pay and their emoluments are to be protected only after grant of a personal pay to be absorbed in future increments? If so, I want to know what steps Government propose to take to safeguard the future increments of such employees.

The Minister of Finance (Shri Morarji Desai): That cannot be safeguarded.

Shri Tangamani: From the statement, we find that a Bill is contemplated for the introduction of Whitley Councils and also arbitration for settling certain disputes as recommended by the Second Pay Commission. May I know by what time that Bill is expected to be introduced? Will it be during this session?

Shri Morarji Desai: As soon as possible. That is being dealt with by the Home Ministry.

श्री विभूति मिश्र: स्टेटमेंट में ब्राह्मटेम नं० १६ में लिखा हुआ है:

"This recommendation has been examined by an ad hoc departmental committee. The recommendations of the committee are under consideration of the Government".

लेकिन इस में सवाल यह था:

"Employees who are transferred from one station to another, should be given priority in housing".

अध्यक्ष महोदय, जब कभी एक आदमी को दूसरी जगह पर बदलते हैं तो उस को जगह नहीं मिलती है। जो वहाँ रहता है वह उसी जगह पर बैठा रहता है। इस कठिनाई को दूर करने के लिये हमारी सरकार क्या उपाय सोच रही है ?

Q 961 cd

श्रीमती तारकेश्वरी सिन्हा: इस पर तो विचार किया ही जा रहा है, जैसा कि स्टेटमेंट में लिखा हुआ है।

Shri P C Borooah: May I know whether it is a fact that employees drawing over Rs.300 per mensem as basic pay have the entire dearness allowance merged with their pay while those with basic pay less than Rs.300 per month have only the bulk of the dearness allowance merged with their pay? If so, ^{has} why/the principle been varied?

Shrimati Tarkeshwari Sinha: A comprehensive statement has already been made by the Finance Minister, and I have nothing to add to that. These matters were dealt with in that statement.

Shri P C Borooah: I am talking of dearness allowance.

Mr. Speaker: I am not going to allow such questions. Let me make my position clear. The Second Pay Commission have made numberless recommendations. It is asked for information as to how many of these have been implemented. If any hon. Member wants to take up a particular recommendation and ask why it has not been implemented, I am prepared to allow a separate question to be tabled. But this is only a schedule of recommendations which have been accepted and which have not been accepted. Shall I allow all the recommendations to be taken up and discussed as to why each recommendation is not accepted? Next question.

Shri S M Banerjee: We do not ask questions on anything that is contained in the statement..

Mr. Speaker: The hon. Member may ask about one point, another hon. Member about a second and another hon. Member about a third and so on.

8590

Q 961 cd

Shri S M Banerjee: May I submit that after the implementation of the Commission's recommendations, certain anomalies have arisen? We only want to know whether those anomalies will be discussed at any stage.

Mr. Speaker: That is between the hon. Member and myself. But here it is a statement of fact, about recommendations which have or have not been implemented. If the hon. Member wants a discussion on a particular point, he may apply and I will consider it.

Shri Tangamani: May I submit that several questions have been asked about the Pay Commission? Here they have concisely stated those recommendations which have been accepted but which have not yet been implemented. Then there are some recommendations which have not been accepted. So a general question could be asked as to by what time they are going to enforce the recommendations which have been accepted.

Shri Tyagi: One should not ask ^{supplementary} questions when the next question has been called.

Mr. Speaker: Order, order. The hon. Member is too technical. I will carry on. I am not a machine here. I know what I am doing. The hon. Member wants to convince me that there is need for clarification and I must allow an opportunity to him. I am trying to answer him. But merely because I have called the next question, the hon. Member cannot urge that no question should be asked. Occasionally, it must be open to me to go back to the ~~previous~~ question even though I have called the next question. I am really surprised at this too technical a course suggested by

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Q 961 cd

Mr. Speaker -cd

the hon. Member. We are all more human beings than technical machines here. The Pay Commission's work is an important work. We have had discussions here. All that I am saying is that I must have treated it as an unstarred question.

Some Hon. Members: No, no.

Mr. Speaker: Order, order. To avoid this trouble hereafter, I will treat such questions as unstarred questions.

Some Hon. Members: No, no.

Mr. Speaker: One question after the other is asked.

Shri Tangamani asked about some recommendations which have been accepted but which have not yet been implemented.

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Q & A (20.3.61) / Phalguna 29, 1882 (Saka)
Uncorrected-Not for Publication

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Q 961 - contd

Mr. Speaker: (contd): They are to be implemented. How long will it take to implement them? Some may take one month, some two months. We have to go into the details. It is not a single answer that will satisfy the hon. Members. Each recommendation must be different to some extent from another recommendation; otherwise, there will not be so many recommendations. Therefore, I am not prepared to allow any more questions. If an individual question is put on a recommendation of great importance, I will allow that question and the answer, and further supplementaries thereon. Likewise, we can go on throughout the session, question after question.

Shri Sadhan Gupta: On a question of principle, Sir.

Mr. Speaker: I have already disposed of the principle.

Shri Sadhan Gupta: Too technical.

(ends)

21

STATEMENT (1)

Recommendations of the Pay Commission on which decisions have already been taken by the Government but which have not yet been implemented.

<u>S.No.</u>	<u>Recommendations in brief</u>	<u>Present position</u>
1.	On promotion to a higher post, upto and inclusive of those from the present Class II level to Class I, the pay of an employee should first be increased by one increment in the lower scale and then fixed in the higher scale at the stage next above. No distinction should be made for this purpose on the ground that the lower post was held in a quasi-permanent or temporary and not permanent capacity.	Accepted. Orders are expected to be issued shortly.
2.	Doctors who are in the whole-time employment of the Central Government for providing medical attendance and treatment to Government servants should not be permitted private practice.	This has been accepted in principle and will be implemented when the Central Health Service comes into operation. As regards doctors who will not be borne on the Central Health Service the feasibility of implementing the recommendation is being examined in consultation with the Ministries concerned.
3.	The age limit of 45 years for promotion to the Postal Superintendents' Service Class II should be raised.	Accepted. Orders are expected to be issued shortly.
4.	The strength of the cadre of Boy Messengers/Peons, and qualifications for their recruitment, should be so determined as to provide for their absorption in vacancies of Messengers/Peons as soon as possible after they have reached the normal age of recruitment to Government service.	Accepted in principle, but details of the arrangements to be introduced are being worked out.

<u>S.No.</u>	<u>Recommendations in brief</u>	<u>Present position</u>
5.	The basis for sanctioning and the rates of fixed conveyance allowance should be revised.	Accepted. Revised orders are likely to be issued shortly.
6.	The daily allowance rates, and the rates of allowance for incidental expenses in connection with tours, should be reviewed.	Accepted. The daily allowance of fourth grade employees has been revised. The general review of the existing rates of daily allowance in respect of others has also been undertaken.
7.	The present rates of allowance for incidentals for journeys on transfer should be halved but in lieu of the other half an employee should be allowed half a month's pay subject to a limit of Rs.150.	The Pay Commission's recommendation in regard to the payment of lump sum at the rate of half month's pay subject to a maximum of Rs.150/- p.m. has been accepted. As regards the other recommendations viz., incidental at 50% of the existing rate, an alternative arrangement is being considered in line with the general review of the existing travelling allowance rules.
8.	For Chowkidars who have active duties requiring continuous alertness, a weekly off should be allowed. Chowkidars of different Departments stationed at the same place might be treated as a single group for the purpose of enabling them to have a weekly or a fortnightly off by rotation.	Accepted. Orders will be issued shortly.
9.	Workshop and industrial staffs other than operating staffs should have 7 days casual leave in a year.	Accepted and orders will be issued shortly.

<u>S.No.</u>	<u>Recommendations in brief</u>	<u>Present position</u>
10.	<p>Leave, other than earned leave, entitlements of industrial staff in Departments other than Railways should be as follows:-</p> <ul style="list-style-type: none"><li data-bbox="448 464 1391 587">(i) Leave on half pay: 10 days for each completed calendar year of service, subject to a maximum of 30 days at a time, and 180 days during the entire service.<li data-bbox="435 624 1411 719">(ii) Extra-ordinary leave: Upto 3 months at a time, but extensible upto 18 months if suffering from a disease requiring prolonged treatment.<li data-bbox="410 751 1370 815">(iii) Sick leave on full pay: 10 days in a calendar year non-cumulative. <p>Maternity leave admissible to industrial staffs should be approximately the same as that admissible to non-industrial staffs.</p>	Accepted. Orders will be issued shortly.
11.	<p>Industrial staffs and their families should have the same facilities for medical care and treatment as non-industrial staffs.</p>	Accepted in principle, but the manner and extent to which it is feasible to implement the recommendation is being examined.
12.	<p>The Central Government should have their own arrangements for the medical care of their employees in Calcutta.</p>	Accepted in principle and will be implemented as soon as it becomes possible for the Government to make satisfactory arrangements. As an interim measure, the existing facilities have been considerably improved.

<u>S.No.</u>	<u>Recommendations in brief</u>	<u>Present position</u>
13.	In the interest of Central Government employees as well as of other floating population in the country, the growth of schools with common syllabus and media of instruction and moderate fees, should be encouraged.	Accepted in principle and a scheme on the lines recommended by the Pay Commission has been included in the Third Five Year Plan.
14.	The Railway scheme of setting up hostels, with concessional lodging and boarding charges at a graduated rate, should be extended for the benefit of other employees drawing pay not exceeding Rs.300 per mensem.	Accepted in principle. The details of the scheme and the exact form in which the recommendation can be implemented are being worked out.
15.	A scheme of educational assistance, similar to the one in operation in the Railways, may be introduced for other Central Government employees whose salary does not exceed Rs.300 per mensem, to enable them to send their children to boarding schools of their choice when suitable schooling facilities do not exist at the station where they are posted.	
16.	Working conditions, canteen facilities, and staff welfare.	Accepted in principle. An <u>ad hoc</u> inter-Departmental Committee as recommended by the Commission has been set up and Government expects to receive its report shortly.
17.	Reasonable facilities should be provided for trade union activities.	Accepted. Orders will be issued shortly.
18.	A Whitley type machinery, with a central joint council representing the whole body of Central Government employees, both industrial and non-industrial, should be set up for negotiation and settlement of disputes. A Committee of the central joint council may deal with matters peculiar to industrial staffs. There should be departmental joint councils also.	Accepted. It is proposed to introduce a bill for setting up a Whitley type machinery and providing for compulsory arbitration as recommended by the Commission.

S.No.

Recommendations in brief

Present position

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| 19. | As a necessary complement to a joint machinery for negotiation, there should be provision for compulsory arbitration, open only to recognised associations and limited to pay and allowances, weekly hours of work, and leave, of employees not above the present Class II level. | Accepted. It is proposed to introduce a bill for setting up a Whitley type machinery and providing for compulsory arbitration as recommended by the Commission. |
| 20. | The Ministry of Labour should be closely associated with important matters concerning staff relations. It should, in particular, be associated with the proposed central joint council, and should appoint the chairman of the board of arbitrators, should arbitration become necessary. | |
| 21. | A systematic collection of data relating to wages, salaries and conditions of service in outside employment, and a continuous review of the data with reference to the rate of remuneration and service conditions etc., of Central Government employees, is recommended. | Accepted in principle. Action has been taken to implement the decision. |

STATEMENT (2)

Recommendations which have not yet been accepted

<u>S.No.</u>	<u>Recommendation in brief</u>	<u>Action taken so far</u>
1.	A scheme of recruitment to the non-gazetted posts under the Central Government by transfer of selected personnel from the appropriate services of the State Government may be considered.	The matter is under consideration in consultation with State Governments.
2.	The question of direct recruitment above the level of Lower Division Clerk at the Armed Forces Headquarters should be examined.	The matter is under active consideration along with certain other organisational changes.
3.	In the Railways the system of employing Clerks as Telephone Operators may continue, but the necessity for, and the rates of, special pay granted to them should be reviewed.	Under consideration in consultation with the representatives of Railway employees.
4.	Lower Division Clerks in non-Secretariat offices may be permitted to compete for appointment to the grade of Lower Division Clerk in the Secretariat, and may be allowed suitable age relaxation for this purpose.	The matter is under consideration in consultation with the Union Public Service Commission as recruitment to all Clerical posts in the Secretariat is made in consultation with the Commission.
5.	Stenographers and Stenotypists in non-Secretariat offices may be permitted to compete for posts in the lowest grade of Stenographer in the Secretariat and may be allowed relaxation of age limit for this purpose.	
6.	A bonus scheme for running staffs as an additional incentive for punctual running of passenger trains and expeditious movement of goods trains has been suggested for consideration.	Under consideration as it is linked with the question of revision of the existing rates of running allowance and also the review of travelling allowance rules which is being considered separately.

<u>S.No.</u>	<u>Recommendation in brief</u>	<u>Action taken so far</u>
7.	An ad hoc committee may be set up to review the pay structure of "Marine" staffs.	Under consideration.
8.	A new system of additional payments to task work messengers related to output above the prescribed standard may be evolved.	Under consideration.
9.	The discrimination against Clerks and Store-Keepers under the Ministry of Defence, recruited before 1948, who are liable to lose their seniority if found physically unfit for field service, should end.	The matter is under consideration in consultation with the various Service Units.
10.	Certain categories of posts and Telegraphs staff, who are now governed by special rules, should be granted travelling allowance under the ordinary rules, except for regular journeys on their fixed beats.	The matter is under consideration and it is linked with the general review of travelling allowance rules which has already been undertaken on the recommendation of the Pay Commission.
11.	Postmen and Linemen should be entitled to an allowance when they have to spend the night away on duty.	This recommendation has been very carefully examined and a decision is likely to be taken shortly.
12.	Railway staffs may not transport free of cost more personal effects than is permitted to other staffs, but they should be allowed incidental charges at the standard rates.	Under consideration.
13.	Overtime allowance.	An inter-departmental Committee has been set up as recommended by the Pay Commission to evolve a scheme of overtime allowance in the light of the principles recommended by the Commission. The Committee has examined the proposals in all aspects and expects to submit its recommendation to Government as early as possible.

S.No.	<u>Recommendation in brief</u>	<u>Action taken so far</u>
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14.	Overtime allowance of Railway staffs should not be calculated on monthly basis; if there are practical difficulties in calculating it on weekly basis it may be calculated on half-monthly basis.	Under consideration.
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15.	Earned leave should be admissible to non-industrial staffs at the following rates:	
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During the first 5 years of service.	1.75 days for each month of service.	
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During the next 10 years of service.	2.25 days for each month of service.	
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After 15 years of service.	2.5 days for each month of service.	
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Leave entitlement of industrial staffs in Departments other than Railways should be as follows:

Earned leave

During the first 5 years of service	1 day for each month of service.	
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From the 6th to 15th year	1.25 days for each month of service.	
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Above 15 years	1.75 days for each month of service.	
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While the normal limits of accumulation of earned leave should be reduced to 120 days, additional accumulation of upto 60 days should be permitted at the discretion of the sanctioning authority when leave applied is refused in the public interest.

It has been decided to refer these recommendations to the National Joint Council of employees which will be set up as a result of the recommendations of the Pay Commission and then take a decision in the light of the recommendations of that body.

S.No.

Recommendation in brief

Action taken so far

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| 16. | Workshop employees in the Railways may continue to earn leave at the rates applicable to non-industrial staffs. But if casual leave is allowed to them there should be a proportionate reduction in the rate of earned leave. | This can be considered only after the Government have taken decision on Commission's recommendations regarding leave entitlement of industrial and non-industrial staff. |
| 17. | The right to withdraw the whole or a part of pension should be restricted to certain very exceptional, specified contingencies, and even then the power should be exercised, and where the original order is passed by a subordinate authority the appeal against it decided, only in consultation with the Union Public Service Commission. | The matter is under consideration in consultation with the Union Public Service Commission. |
| 13. | A widow's and children's pension benefit scheme, on a contributory basis, should replace the existing family pension scheme. | It has been decided to refer this recommendation to the National Joint Council of employees which will be set up as a result of the recommendations of the Pay Commission, and then take a decision in the light of the recommendations of that body. |
| 19. | Employees who are transferred from one station to another, should be given priority in housing. | This recommendation has been examined by an <u>ad hoc</u> departmental committee. The recommendations of the committee are under consideration of the Government. |
| 20. | The travel concession allowed to different Classes of Railway employees should be uniform, and in all cases reduced to one set of free passes and two sets of privilege ticket orders. | This is under consideration, and the representative of employees will be consulted before a decision is taken. |

<u>S.No.</u>	<u>Recommendation in brief</u>	<u>Action taken so far</u>
21.	There should be a system of promotion by a special limited competitive examination to provide young officers in Class II and Class III Services an additional opportunity to enter any of the Class I or Class II services to which there is direct recruitment by a competitive examination.	This has been examined, and a decision will be taken in consultation with the administrative Ministries concerned and Union Public Service Commission.
22.	Unless it is proposed not to enter it in an employee's character roll, an irremediable as well as remediable defect should invariably be communicated to him.	In the light of the existing orders on the subject, Government are considering the feasibility of accepting the Pay Commission's recommendation.
23.	A comprehensive review may be made of the whole problem of efficiency and productivity in Government offices, services (Railways, Posts and Telegraphs, etc.) and workshops.	In view of the complex nature of the problems involved, it is likely to take some more time to finalise action on the recommendation.