

**MOST IMMEDIATE**

भारत सरकार/Government of India  
परमाणु ऊर्जा विभाग/Department of Atomic Energy  
सचिवालय समन्वय अनुभाग/Secretariat Coordination Section

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No.8/3/2014-SCS/5500

April 30, 2014

**Sub: Submission of Questionnaire to Seventh Central Pay Commission (7<sup>th</sup> CPC) - Inviting of comments from Units / Association - Regarding.**

A copy of M./o Finance, D/o Expenditure Resolution dated 28.02.2014 setting the Seventh Central Pay Commission along-with its terms of reference is also enclosed (**Annex-I**). The Secretary, Seventh Central Pay Commission vide D.O. No. 7CPC/15/Questionnaire dated 09.04.2014 (**Annex-II**) has forwarded a questionnaire on various issues such as emolument's structure, retirement benefits & other service conditions of Central Government employees and sought considered views of all stakeholders in the matter.

2. All Heads of Constituent Units, NPCIL and BHAVINI are therefore requested to furnish their considered views sought in the prescribed questionnaire. The recognised Associations / Unions may also be requested to forward their views in the prescribed questionnaire through the respective Units. The information complete in all respect may be forwarded to the Department by **soft copy (in excel format) on email at [sectcord@dae.gov.in](mailto:sectcord@dae.gov.in) followed by hard copy latest by 07.05.2014** for compilation and onward transmission to the Commission. The matter may be treated as **MOST IMMEDIATE**.

Encl: 09 pages.



(Niranjana Kumar)  
Director

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**All Heads of Constituent Units / NPCIL/BHAVINI.**

Copy to: All Staff Associations / Unions (as per list).

  
भारत का राजपत्र  
The Gazette of India

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वित्त मंत्रालय

(व्यय विभाग)

संकल्प

नई दिल्ली, 28 फरवरी, 2014

सं. 1/1/2013-ई.III(ए).—भारत सरकार ने सातवें केन्द्रीय वेतन आयोग का गठन करने का निर्णय लिया है जो इस प्रकार है:—

1. अध्यक्ष - न्यायमूर्ति श्री अशोक कुमार माथुर
  2. सदस्य - श्री विवेक राय
  3. सदस्य - डॉ. रथिन रॉय
  4. सचिव - श्रीमती मीना अग्रवाल
2. आयोग के विचारार्थ विषय निम्नलिखित होंगे:
- (क) कर्मचारियों की निम्नलिखित श्रेणियों के संबंध में उन सिद्धांतों के लिए वांछनीय एवं व्यवहार्य परिवर्तनों की जांच करना, समीक्षा करना, विकास करना और सिफारिश करना जिनसे परिलब्धियों की संरचना, वेतन, भत्ते एवं नकद अथवा वस्तु रूप में अन्य सुविधाएं प्राप्त शासित होने चाहिए; और ऐसा करते हुए इन सिफारिशों के यौक्तिकीकरण और सरलीकरण के साथ-साथ विभिन्न विभागों, एजेंसियों एवं सेवाओं की विशेषीकृत आवश्यकताओं को ध्यान में रखा गया हो:-

- (i) केन्द्र सरकार के कर्मचारी - औद्योगिक एवं गैर-औद्योगिक;
  - (ii) अखिल भारतीय सेवाओं से संबंधित कार्मिक;
  - (iii) संघ राज्य क्षेत्रों के कार्मिक;
  - (iv) भारतीय लेखापरीक्षा एवं लेखा विभाग के अधिकारी और कर्मचारी;
  - (v) संसद के अधिनियमों के तहत गठित नियामक निकायों (आरबीआई को छोड़कर) के सदस्य; और
  - (vi) उच्चतम न्यायालय के अधिकारी और कर्मचारी
- (ख) उन सिद्धांतों के लिए वांछनीय एवं व्यवहार्य परिवर्तनों की जांच करना, समीक्षा करना, विकास करना और सिफारिश करना जिनसे रक्षा बलों के कार्मिकों की परिलब्धियों की संरचना, रियायतें एवं नकद अथवा वस्तु रूप में सुविधाएं/लाभ तथा सेवानिवृत्ति लाभ शासित होने चाहिए और ऐसा करते हुए इन कार्मिकों के विशिष्ट पक्षों पर उपयुक्त बल देते हुए इन बलों की ऐतिहासिक एवं पारंपरिक समानताओं को ध्यान में रखा गया हो।
- (ग) सरकारी सेवा के लिए सर्वाधिक उपयुक्त प्रतिभाओं को आकर्षित करने, कार्य संस्कृति में सक्षमता, जबाबदेही एवं जिम्मेदारी की भावना को प्रोत्साहन देने और आधुनिक प्रशासन की जटिल चुनौतियों के साथ-साथ राजनीतिक, सामाजिक, आर्थिक एवं प्रौद्योगिकीय परिवर्तनों का मुकाबला करने की दृष्टि से लोक प्रशासन तंत्र में उत्कृष्टता को पुष्ट करने की आवश्यकता से संबद्ध परिलब्धि संरचना का ढांचा तैयार करना जिसमें हितधारियों की अपेक्षाओं पर उचित ध्यान दिया गया हो; साथ ही, दक्षता आधारित विन्यास के माध्यम से समुचित प्रशिक्षण एवं दक्षता निर्माण के उपाय सुझाना।
- (घ) बोनस की विद्यमान स्कीमों की जांच, अन्य बातों के साथ-साथ, कार्यनिष्पादन एवं उत्पादकता पर इसके प्रभाव को ध्यान में रखते हुए करना और उत्पादकता, कार्यनिष्पादन एवं सत्यनिष्ठा में उत्कृष्टता को पुरस्कृत करने के लिए उपयुक्त प्रोत्साहन स्कीम हेतु सामान्य सिद्धांतों, वित्तीय मापदंडों एवं शर्तों के संबंध में सिफारिशें करना।
- (ङ.) कर्मचारियों को, वर्तमान में वेतन के अतिरिक्त उपलब्ध विभिन्न प्रकार के विद्यमान भत्तों की समीक्षा करना और यह सुनिश्चित करने की दृष्टि से उनके यौक्तिकीकरण एवं सरलीकरण का सुझाव देना कि वेतन संरचना तैयार करते समय इनको ध्यान में रखा गया है।
- (च) उन सिद्धांतों की जांच करना जिनसे पेंशन एवं अन्य सेवानिवृत्ति लाभों की संरचना शासित होनी चाहिए, और इसमें इस तथ्य को ध्यान में रखते हुए कि 01.01.2004 को अथवा उसके बाद नियुक्त केन्द्र सरकार के सभी कर्मचारियों के सेवानिवृत्ति लाभ 'नई पेंशन योजना' के दायरे में आते हैं, उन कर्मचारियों की पेंशन में संशोधन भी शामिल है जो इन सिफारिशों के प्रभावी होने की तारीख से पहले सेवानिवृत्त हो जाएंगे।
- (छ) निम्नलिखित को ध्यान में रखते हुए उपर्युक्त के संबंध में सिफारिशें करना:
- (i) देश की आर्थिक स्थिति और राजकोषीय विवेक की आवश्यकता;
  - (ii) यह सुनिश्चित करने की आवश्यकता कि विकासात्मक व्यय एवं कल्याणकारी उपायों के लिए पर्याप्त संसाधन उपलब्ध रहें;

- (iii) उन राज्य सरकारों जो साधारणतः कुछ संशोधनों के साथ इन सिफारिशों को अंगीकार करते हैं, की वित्त व्यवस्था पर इन सिफारिशों के संभावित प्रभाव;
- (iv) केन्द्रीय सार्वजनिक क्षेत्र के उपक्रमों के कर्मचारियों के लिए उपलब्ध प्रचलित परिलब्धि संरचना और सेवानिवृत्ति लाभ; और
- (v) सर्वश्रेष्ठ वैश्विक पद्धतियां एवं भारतीय परिस्थितियों में इनकी स्वीकार्यता तथा प्रासंगिकता।

(ज) उपर्युक्त सभी बिंदुओं के बारे में अपनी सिफारिशों के प्रभावी होने की तारीख की संस्तुति करना।

3. यह आयोग अपनी कार्यप्रणाली स्वयं विकसित करेगा और ऐसे सलाहकारों, सांस्थानिक परामर्शदाताओं और विशेषज्ञों को नियुक्त कर सकता है जिन्हें यह आयोग किसी प्रयोजन विशेष के लिए आवश्यक समझे। यह आयोग ऐसी सूचना और ऐसे साक्ष्य जिन्हें यह आवश्यक समझे, ले सकता है। भारत सरकार के मंत्रालय और विभाग आयोग द्वारा मांगी जाने वाली कोई सूचना और दस्तावेज तथा अन्य सहायता उपलब्ध कराएंगे। भारत सरकार का यह विश्वास है कि राज्य सरकारें, सेवा संघ तथा अन्य संबंधित पक्ष, आयोग को अपना संपूर्ण सहयोग और सहायता प्रदान करेंगे।

4. आयोग का मुख्यालय दिल्ली में होगा।

5. आयोग, अपने गठन की तारीख से 18 माह की समयावधि के अंदर अपनी सिफारिशें देगा। आयोग, सिफारिशों को अंतिम रूप दिए जाने के पश्चात् किसी भी मामले पर आवश्यकता पड़ने पर अंतरिम रिपोर्ट भेजने पर विचार कर सकता है।

रतन पी वातल, सचिव

MINISTRY OF FINANCE  
(Department of Expenditure)  
RESOLUTION

New Delhi, the 28th February, 2014

No.1/1/2013-E.III(A).—The Government of India have decided to appoint the Seventh Central Pay Commission comprising of the following:—

- |    |           |   |                                 |
|----|-----------|---|---------------------------------|
| 1. | Chairman  | - | Justice Shri Ashok Kumar Mathur |
| 2. | Member    | - | Shri Vivek Rae                  |
| 3. | Member    | - | Dr. Rathin Roy                  |
| 4. | Secretary | - | Smt. Meena Agarwal              |

2. The terms of reference of the Commission will be as follows:—

(a) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure including pay, allowances and other facilities/benefits, in cash or kind, having regard to rationalization and simplification therein as well as the specialized needs of various Departments, agencies and services, in respect of the following categories of employees:—

- (i) Central Government employees—industrial and non-industrial;
- (ii) Personnel belonging to the All India Services;
- (iii) Personnel of the Union Territories;
- (iv) Officers and employees of the Indian Audit and Accounts Department;
- (v) Members of the regulatory bodies (excluding the RBI) set up under the Acts of Parliament; and
- (vi) Officers and employees of the Supreme Court

- (b) To examine, review, evolve and recommend changes that are desirable and feasible regarding the principles that should govern the emoluments structure, concessions and facilities/benefits, in cash or kind, as well as the retirement benefits of the personnel belonging to the Defence Forces, having regard to the historical and traditional parities, with due emphasis on the aspects unique to these personnel,
- (c) To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture, and foster excellence in the public governance system to respond to the complex challenges of modern administration and the rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate training and capacity building through a competency based framework,
- (d) To examine the existing schemes of payment of bonus, keeping in view, inter-alia, its bearing upon performance and productivity and make recommendations on the general principles, financial parameters and conditions for an appropriate Incentive Scheme to reward excellence in productivity, performance and integrity,
- (e) To review the variety of existing allowances presently available to employees in addition to pay and suggest their rationalization and simplification with a view to ensuring that the pay structure is so designed as to take these into account,
- (f) To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS),
- (g) To make recommendations on the above, keeping in view:
- i. the economic conditions in the country and the need for fiscal prudence;
  - ii. the need to ensure that adequate resources are available for developmental expenditures and welfare measures;
  - iii. the likely impact of the recommendations on the finances of the State Governments, which usually adopt the recommendations with some modifications;
  - iv. the prevailing emolument structure and retirement benefits available to employees of Central Public Sector Undertakings; and
  - v. the best global practices and their adaptability and relevance in Indian conditions.
- (h) To recommend the date of effect of its recommendations on all the above,
3. The Commission will devise its own procedure and may appoint such Advisors, Institutional Consultants and Experts, as it may consider necessary for any particular purpose. It may call for such information and take such evidence, as it may consider necessary. Ministries and Departments of Government of India shall furnish such information and documents and other assistance as may be required by the Commission. The Government of India trusts that State Governments, Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.
4. The Commission will have its Headquarters in Delhi.
5. The Commission will make its recommendations within 18 months of the date of its constitution. It may consider, if necessary, sending interim reports on any of the matters as and when the recommendations are finalized.

RATAN P. WATAL, Secy.

S. NO 10 R)

Annex-II



सत्यमेव जयते

**Meena Agarwal**  
**Secretary**

भारत सरकार  
सातवां केन्द्रीय वेतन आयोग  
GOVERNMENT OF INDIA  
SEVENTH CENTRAL PAY COMMISSION  
नई दिल्ली, NEW DELHI-110001

D.O No. 7CPC/15/Questionnaire

9<sup>th</sup> April, 2014

Dear Dr. Sinha,

p.a-1/c

As you may be aware the Seventh Central Pay Commission has been constituted by the Government on 28 February 2014 with a view to go into various issues of emoluments' structure, retirement benefits and other service conditions of Central Government employees and to make recommendations on the changes required. The terms of reference of the Seventh Central Pay Commission are available on the <http://7cpc.india.gov.in>.

2. A Questionnaire seeking the considered views of all stakeholders is enclosed. The response of your Ministry to this Questionnaire is sought. I shall be grateful if the replies are furnished to the Commission on or before 10th May, 2014, so as to enable the Commission to take them into account as part of its examination of the issues that it is mandated to address. The reply may be sent to Post Box No. 4599, Hauz Khas P.O, New Delhi 110 016, and in the case of email to [secy-7cpc@nic.in](mailto:secy-7cpc@nic.in).

Encl:- As above.

With Regards,

Yours sincerely,

(Meena Agarwal)

**Dr. Ratan Kumar Sinha,**  
Secretary,  
Department of Atomic Energy,  
Anushakti Bhawan,  
Chatrapati Shivaji Maharaj Marg,  
Mumbai-400 001.

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W  
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SO/SCS.

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Dir (SCS)

for n.c. on priority.

Adl. Sec

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TCL  
2/14

## 7<sup>th</sup> CPC Questionnaire

### **1. Salaries**

1.1 The considerations on which the minimum salary in case of the lowest Group 'C' functionary and the maximum salary in case of a Secretary level officer may be determined and what should be the reasonable ratio between the two.

1.2 What should be the considerations for determining salary for various levels of functions falling between the highest level and the lowest level functionaries?

### **2. Comparisons**

2.1 Should there be any comparison/parity between pay scales and perquisites between Government and the private sector? If so, why? If not, why not?

2.2 Should there at all be any comparison/parity between pay scales and perquisites between Government and the public sector? If so, why? If not, why not?

2.3 The concept of variable pay has been introduced in Central Public Sector Enterprises by the Second Pay Revision Committee. In the case of the Government is there merit in introducing a variable component of pay? Can such variable pay be linked to performance?

### **3. Attracting Talent**

3.1 Does the present compensation package attract suitable talent in the All India Services & Group A Services? What are your observations and suggestions in this regard?

3.2 To what extent should government compensation be structured to attract special talent?

### **4. Pay Scales**

4.1 The 6th Central Pay Commission introduced the system of Pay Bands and Grade Pay as against the system of specific pay scales attached to various posts. What has been the impact of running pay bands post implementation of 6th CPC recommendations?

4.2 Is there any need to bring about any change?

4.3 Did the pay bands recommended by the Sixth CPC help in arresting exodus and attract talent towards the Government?

4.4 Successive Pay Commissions have reduced the number of pay scales by merging one or two pay scales together. Is there a case for the number of pay scales/ pay band to be rationalized and if so in what manner?

4.5 Is the "grade pay" concept working? If not, what are your alternative suggestions.

## **5 Increment**

5.1 Whether the present system of annual increment on 1<sup>st</sup> July of every year uniformly in case of all employees has served its purpose or not? Whether any changes are required?

5.2 What should be the reasonable quantum of annual increment?

5.3 Whether there should be a provision of variable increments at a rate higher than the normal annual increment in case of high achievers? If so, what should be transparent and objective parameters to assess high achievement, which could be uniformly applied across Central Government?

5.4 Under the MACP scheme three financial up-gradations are allowed on completion of 10, 20, 30 years of regular service, counted from the direct entry grade. What are the strengths and weaknesses of the scheme? Is there a perception that a scheme of this nature, in some Departments, actually incentivizes people who do not wish to take the more arduous route of qualifying departmental examinations/ or those obtaining professional degrees?

## **Performance**

6. What kind of incentives would you suggest to recognize and reward good performance?

## **7. Impact on other organizations**

Salary structures in the Central and State Governments are broadly similar. The recommendations of the Pay Commission are likely to lead to similar demands from employees of State Governments, municipal bodies, panchayati raj institutions & autonomous institutions. To what extent should their paying capacity be considered in devising a reasonable remuneration package for Central Govt. employees?

## **8 Defence Forces**

8.1 What should be the considerations for fixing salary in case of Defence personnel and in what manner does the parity with civil services need to be evolved, keeping in view their respective job profiles?

8.2 In what manner should the concessions and facilities, both in cash and kind, be taken into account for determining salary structure in case of Defence Forces personnel.

8.3 As per the November 2008 orders of the Ministry of Defence, there are a total of 45 types of allowances for Personnel Below Officer Rank and 39 types of allowances for Officers. Does a case exist for rationalization/ streamlining of the current variety of allowances?

8.4 What are the options available for addressing the increasing expenditure on defence pensions?



8.5 As a measure of special recognition, is there a case to review the present benefits provided to war widows?

8.6 As a measure of special recognition, is there a case to review the present benefits provided to disabled soldiers, commensurate to the nature of their disability?

## **9 Allowances**

9.1 Whether the existing allowances need to be retained or rationalized in such a manner as to ensure that salary structure takes care not only of the job profile but the situational factors as well, so that the number of allowances could be at a realistic level?

9.2 What should be the principles to determine payment of House Rent Allowance?

## **10. Pension**

10.1 The retirement benefits of all Central Government employees appointed on or after 1.1.2004 are covered by the New Pension Scheme (NPS). What has been the experience of the NPS in the last decade.

10.2 As far as pre-1.1.2004 appointees are concerned, what should be the principles that govern the structure of pension and other retirement benefits?

## **11. Strengthening the public governance system**

11.1 The 6th CPC recommended upgrading the skills of the Group D employees and placing them in Group C over a period of time. What has been the experience in this regard?

11.2 In what way can Central Government organizations functioning be improved to make them more efficient, accountable and responsible? Please give specific suggestions with respect to:

- (i) Rationalisation of staff strength and more productive deployment of available staff,
- (ii) Rationalisation of processes and reduction of paper work,
- (iii) Economy in expenditure

## **12. Training/ building competence**

12.1 How would you interpret the concept of “competency based framework”?

12.2 One of the terms of reference suggests that the Commission recommend appropriate training and capacity building through a competency based framework.

- a) Is the present level of training at various stages of a person's career considered adequate? Are there gaps that need to be filled, and if so, where?
- b) Should it be made compulsory that each civil service officer should in his career span acquire a professional qualification? If so, can the nature of the study, time intervals and the Institution(s) whose qualification are acceptable, all be stipulated?
- c) What other indicators can best measure training and capacity building for personnel in your organization? Please suggest ways through which capacity building can be further strengthened?

13 **Outsourcing**

13.1 What has been the experience of outsourcing at various levels of Government and is there a case for streamlining it?

13.2 Is there a clear identification of jobs that can be outsourced?

14. **Regulatory Bodies**

- (i) Kindly list out the Regulators set up under Acts of Parliament, related to your Ministry/ Department. The total number of personnel on rolls (Chairperson and members + support personnel) may be indicated.
- (ii) Regulators that may not qualify in terms of being set up under Acts of Parliament but perform regulatory functions may also be listed. The scale of pay for Chairperson /Members and other personnel of such bodies may be indicated.

(iii) Across the Government there are a host of Regulatory bodies set up for various purposes. What are your suggestions regarding emoluments structure for Regulatory bodies?

15. **Payment of Bonus**

One of the terms of reference of the 7th Pay Commission is to examine the existing schemes of payment of bonus. What are your suggestions and observations in this regard?

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