

s.no	Ch.no	Demands details	recommendation	Remark.
1	v	<p>Minimum wage. Commodities average taken of 8 cities. Delhi, Mumbai, Chennai, Kolkata, Hyderabad, Bhubaneswar, Bangalore and Trivandrum.</p> <p>Total on commodities: 11344: Housing 7.5% on MW .1174 Misc. 20% on MW.3129 15647. Add: 25% due to SC decn. =5214=20861: Add: 25% thereof for MTS= 5214= 26075.or 26000.</p>	<p>The rates of commodities are taken from a dubious source . i.e. Indian Labour Institute Shimla. There is Govt. website of the Agrl. Ministry where the retail prices of various places are given . Even according to it the prices of commodities will come to Rs. 11342. Secondly the Commission has taken the average of 12 months. This is not acceptable. It should be as on 1.1.2016 or atleast as on 1.11.2015. For Misc. 20% is correctly taken. Whereas for Educational and Recreation the S.C. judgment is 25% The commission has reduced it to 15%. Not acceptable. Housing must be 7.5%. This has been taken as a lump sum of Rs. 524 i.e.3% similar exercise done by the 6th CPC. Not acceptable. It has to be 7.5% The weightage for skilled labour has been correctly taken at 25%</p>	
2		<p>Computation as per Govt. rates. Please see the e mail from Com. Prasad: Total of 11 commodities: Rates of the same 8 cities average: 11342: 7.5% for housing of MW: 1173.+ 20% for Misc of MW 3129= 15644. 25% to be added as per the SC judgment. Of resultant MW: 5215: MW: 20859. 25% for MTS= 5215=26074 or Rs. 26000.</p>		
3	vi	<p>Highest salary: 1:*8 we have taken 8.2. time of the minimum= 26,000 x8.2= 213200 Suggested in the construction of pay scale is Rs. 213000. Pay scales have been constructed on the basis of 10.2 times of the 5th CPC pay scales: 2550 x10.2= 26010 or Rs. 26000</p>	<p>Highest salary: 18000-225000. 1:12.5 If we take Cabinet Secy the ratio is 1:14. The ratio is more than even what the 6th CPC has recommended.</p>	
4		<p>Suggested pay scales: PB1. 1800 =26000 HAG= 193000</p>	<p>The pay scales have been</p>	

		<p>2000=33000 Secy= 213000 2800=46000C.Secy=240000</p> <p>PB2 4200=56000 4800=74000 5400=78000</p> <p>PB3 5400=88000 6600.102000 7600.120000</p> <p>PB4 8900.148000 10000.162000</p>	constructed by applying different multiplication factor. While it is 2.57 for PB 1, 2.62 for PB2, 2.67 for PB 3. 2.72 for PB4 and 2.81 for Secretary level officers. The different rates is meant to maintain the existing disparity introduced by the 6 th CPC.	
5	viii	Fitment formula= Pay of MTS as on 1.1.2006: Pay now fixed: 26000. Ratio 3.72 times.	2.57. This can undergo change only if the minimum wage calculation is challenged and changed. The minimum wage calculation has thus cascading impact.	
6	ix	Fixation of promotion: 2 increments in the feeder cadre.	One only increment and at the ext higher stage.	
7	x	Date of effect= 1.1.2014	Date of effect 1./1.2016	
8	xi	Special pay for arduous nature of work and for higher responsibility.	Not recommended.	
9		LDC to be upgraded to UDC	Not recommended	
10	xiii	Classification of posts: Executive and Non executives.	Not accepted.	
11	xiv	GDS to be considered by the CPC	Very damaging recommendation	
12	xv	<p>Allowances;</p> <p>DA no change</p> <p>HRA ' xyz; 60%,40%,20%</p> <p>CCA X and Y Cities only.</p> <p>Upto 50000. 10%(x) 5%(y)</p> <p>More than 50000. 6%(X) 3%(y) subject to a minimum of Rs.5000and 2500 respectively.</p> <p>Transport allowance: x= 7500+DA Y=3750+DA</p> <p>Deputation duty allowance: 10% Travelling" Executive First class in both train and air</p> <p>Non executives: Y cases in air and AC 2 tier in train.</p> <p>Children Edu allowance: linking with DA</p> <p>Education advance: 5% intt. Rate</p> <p>OTA and NDA on actual salary.</p> <p>Casual leave = to raise to 12 days:</p>	<p>DA No change.</p> <p>CCA not recommended.</p> <p>HRA Not only demand is accepted but the rates were reduced to 24%,16% and 8%</p> <p>Our suggestion not accepted. Recommended rates are: Three slab rates: 7200,3600, 1350 in metro cities and 3600,1800 and 900 in other places.</p> <p>Not accepted</p> <p>MAY DAY holiday demand not accepted.</p> <p>NDA on actual salary. However, OTA for non operational only 50% increase of what is given today.</p>	

	<p>Hioliday: May day to be included. Earned leave " No change: accumulation to be raised to 450. 50% be permitted for encashment at any time. Exchange of EL on extreme circumstances to be permitted. Maternity leave 240 days: Paternity leave 30 days. Child care leave. The present ceiling on each occasion to be removed. LTC for foreign travel. Group Insurance: Premium 1500,750 and 350. Return.1500000,750000,350000 Promotion: 5 in a career: Bonus: PLB for all. Parity between Central Sect. and subordinate offices.</p>	<p>Casual leave. Demand not accepted. EL No change. Our demand not accepted. Encashment : Our demand not accepted, Exchange of leave: Not accepted. Maternity leave :Our demand not accepted. Paternity leave. Our demand not accepted. Child care leave. Not only demand is accepted. But the second one year will be with 80% salary only. LTC on foreign travel not accepted. Only some cosmetic change has been introduced. Promotion in the career. Restricted only to three. And the Benchmark for MACP increased to very good. Disincentive introduced for inefficient persons. Daily allowance. Some of the suggestions have been accepted like not insisting upon voucher and bringing about a lump sum payment as Daily allowance. Similarly on Children Education allowance also the cumbersome procedure presently in vogue and which we have demanded for removed has been done. There is no much change in the rates. Some of the allowances which are presently available have been in fact abolished.</p>	
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II Pension:

1	<p>Emoluments: Last pay drawn BP Spl Pay DDA DA Non practicing allowance 75% of running allowance, one increment on completion of 12 months service before retirement(average ofm10</p>	<p>No change in the emoluments.</p>	
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		months or last pay drawn whichever is beneficial: Full Pension: 67% Additional pension: 60-67% 65-70,70-75,75-80,80-85,85-90,90-100		
2		Minimum pension: Minimum wage	Not accepted.	
3		DR no change demanded	DR no change.	
4		Merger of DA 100% as on 1.1.2014.	As on 1.1.2016	
5	iv	Parity with past pensioners. Notional fixation of pay in the revised scales of pay and then compute pension as per the extant provisions on the said notional pay in the revised scale of pay. For all pre 2016 pensioners. Pension to be revised every five years.	This is accepted and will bring about a great relief for the past pensioners. This is the only positive aspect of this commission. The recommendation is in fact implementation of the 5 th CPC suggestion in the matter.	
6	v	Family pension: Full pension for the first 10 years in case of death of the pensioner. Afterwards 50% pension. No condition for mentally or physically disabled family pensioners. Family pension to be extended to widowed daughter-inlaw. For son family pension upto the age of 28. Govt. serv ant retired on medical invalidation: to get full pension even if the service is less than 10 years. Additional pension : increase the pension by 5% upto 80 years and thereafter for the next five years by 10% and the last five years by 20%	None of these demands are accepted.	
7		Gratuity and commutation. Gratuity to be calculated as effective 25 days instead of 30 days. The ceiling of 16.5.time and 10 lakhs to be removed. Commutation: Full pension to be restored after	Not accepted.	

		10 years or attaining the age of 70 years.		
8	vii	<p>Medicare: To remove all distinctions and treat all pensions equal and as one class Smart card . all NABH accredited multi-specialty hospitals to be recognized under CGHS Remove discrimination of p7t pensioners. To set up hospital regulatory authority. FMA to be Rs. 2000 p.m with DR thereon. All recognized hospital under CCS(MA) Rules to be open for pensioners and reimbursement made by the his parent department. CGHS to follow the system of ESIC medical care practices.</p>	The only redeeming feature is the recognition of hospitals of CCS(MA) rules to CGHS beneficiaries. The medical allowance has remained as it is.	
9	viii	<p>Misc. Pension to be net of Income Tax HRA to pensioners. Travel concession. To create family security fund. Improvement in the ex-gratia to CPF/SRPF pensioners. To have representation in various committees. Repeal the 1871 Act and PRFDA. Uniform format for PPO.</p>	All these demands have been rejected.	