

Chapter 1

Introduction

1.1 The Government of Mizoram constituted a Committee vide Memo No.G.12017/3/2007-FIN (PRU) dated 12th January to study the implementation of the reports and recommendations of the Fitment Committee vis-à-vis the demand of the Federation of Mizoram Government Employees and Workers Association for standard conversion based on the recommendation of the Sixth Central Pay Commission and to make recommendations for consideration of the Government. The Fitment Committee was constituted to examine the Sixth Central Pay Revision, 2008 and the feasibility or otherwise of its adoption in respect of the employees of Government of Mizoram. The present Committee was subsequently named **“Cabinet Sub-Committee on Sixth Pay Implementation”** vide No.G.11013/1/2010-FIN (PRU) dated 19th May, 2010. The Committee comprises of the following members :-

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| 1. Pu H. Liansailova, Hon’ble Minister, DP&AR etc | - | Chairman |
| 2. Pu Lalsawta, Hon’ble Minister, Education etc | - | Member |
| 3. Pu Zodintluanga, Hon’ble Minister, UD&PA etc | - | Member |
| 4. Pu Lal Thanzara, Hon’ble Parliamentary Secretary | - | Member |

1.2 The Terms of Reference of the Committee are:

1. To examine –
 - a. Individual post-specific and cadre –specific grievances arising out of Fitment Committee Report, 2009.
 - b. Downgrading of certain categories of post and financial loss to some Government Servants the Fitment Committee Report is allegedly to cause.
 - c. Standard conversion to Sixth CPC as requested by FMGE&W to contain their grievances vis-à-vis Fitment Committee Report, 2009.
2. To suggest remedial measures/recommendations on the above.

1.3 The Committee was given 45 days’ to submit its report. The period was extended for another 45 days vide addendum dated 17th March, 2010 and eventually extended up to 31st May, 2010 vide No.G.12017/3/2007-FIN (PRU) dated 22nd April, 2010 under which Pu Zothanmawia, Under Secretary, Finance Department (PRU) was appointed as Secretary to the Committee. The Committee was also assisted by the Finance Secretary and other Senior Officers of the Finance Department.

1.4 The Committee received representations from as many as 84 (eighty four) Service Associations. The Chairman and Members also gave several interviews to the various Services and Associations of Mizoram Government Employees.

- 1.5** The Members of the Committee visited other States and had an in-depth study of their pay pattern and collected Revised Pay Rules and other relevant documents from Punjab, Haryana, Orissa, Meghalaya, Tripura and Arunachal Pradesh.
- 1.6** The Committee examined in detail the recommendations of the Fitment Committee 2009 and the representations received from the various Service Associations.
- 1.7** The Committee also examined and compared the financial implications due to implementation of Sixth Pay Revision as recommended by the Fitment Committee vis-à-vis direct fitment of existing pay as on 1.1.2006.

Chapter 2

Examination of Fitment Committee Recommendations vis-à-vis the demands of Federation of Mizoram Government Employees and Workers

- 2.1** The Committee has had several meetings and discussions on the Reports of the Fitment Committee and its recommendations and the demands of the Federation of Mizoram Government Employees and Workers. In-depth studies of the various representations received from several Service Associations were also carried out during these meetings.
- 2.2** There are several problems which need to be addressed. The history of pay anomalies dates back to the Fourth Pay Commission period. During the time when Mizoram was a Union Territory, the Pay Scales of the different services and posts were determined and adopted according to the Central Government Employees Pay Scales applicable to the Union Territory of Mizoram. Since the Fourth Pay Revision after Mizoram attained Statehood, different Committees on Pay were formed and the Pay Scales of some Service Associations and posts in different Departments were raised or upgraded at different periods by the Pay Anomaly Committee, 1989; the Pay Review Committee, 1990; and the Cabinet Sub-Committee, 1994 respectively. There were some Service Associations and posts in the Departments which were left out during this upgradation of Pay Scales. Thus, this created pay anomalies amongst the different Service Organizations and Departments under the Government of Mizoram. The Fitment Committee had tried to resolve this issue by bringing back the baseline for 6th Pay Revision to the level of the Third Pay Commission, 1973 and the corresponding standard conversion into the Fourth Pay Commission, 1986 and Fifth Pay Commission, 1996. However, several posts and designations created after 1973 also had to be brought back notionally to the level of the Third Pay Commission, 1973. This created a certain amount of apprehension and reservation in the minds of some of the Government employees.
- 2.3** The Fitment Committee, in its recommendations at Para 5.21 of the Report, also suggested that the Basic Pay as on 1.1.2006 should be brought down notionally for the purpose of Pay Fixation. This drastically brought down the initial pay in the revised pay and total pay package as a whole.
- 2.4** The representation submitted by various Service Associations and the Federation of Mizoram Government Employees and Workers Associations are carefully studied and the demands of the Federation are also considered. ***The main demand of the FMGE&WA is to implement the Sixth Revised Pay on standard conversion of the pay drawn as on 1.1.2006 and at the same time to adopt corrective measures in case of genuine anomalies.***

2.5 The Committee sincerely appreciated the hard work put in and the efforts made by the Fitment Committee but, due to practical problems and demands of the Federation, had to make certain deviation from the recommendations of the Fitment Committee.

Chapter 3

Pay Structure and pattern adopted by different States

- 3.1** The Members of the ‘*Cabinet Sub-Committee on Sixth Pay Implementation*’ had taken the time and trouble to visit Punjab and Haryana to have an in-depth study of the Pay Structure and pattern adopted for implementation of the Sixth Pay Revision in their respective States. They had also collected Revised Pay Rules and other documents from the Punjab, Haryana, Orissa, Tripura, Arunachal Pradesh and Meghalaya.
- 3.2** Out of the States mentioned above, **Arunachal Pradesh** has adopted and implemented the Central Civil Service (Revised Pay) Rules, 2008 for the State Employees as per their entitlement/admissibility from 1.1.2006 by notional fixation of pay in the revised pay band/structure with drawal and release of actual financial benefits from 1st January, 2009. The Government of Arunachal Pradesh further decided that the arrears for the period from July, 2008 to December, 2008 (6 months) shall be paid in three equal installments @ two months each per year.
- 3.3** The **Tripura** Government has implemented the revised pay for its employees from 1.1.2006. No arrear on pay and allowances was paid to the State Government employees for the period from 1.1.2006 to 31.12.2008. The benefits of Pay fixation are available to the State Government from 1.1.2009 which is impounded to the GPF Accounts of the employees. The pre-revised Pay Scales of Tripura are not comparable to that of Mizoram as there are several pay scales under the Tripura State Civil Service (Revised Pay) Rules which are not applicable to employees under Mizoram Government. In short, the pre-revised pay scales of Tripura and Mizoram are not similar and hence the revised pay bands and grade pay are also not comparable. The Tripura Government under the revised pay structure has four Pay Bands with Grade Pay ranging from Rs. 1200 to Rs. 6500.
- 3.4** The pay structure under the Government of **Orissa** in the revised pay is more or less similar to that of the CCS (RP) Rules, 2008. Some pay scales used in the pre-revised pay under the Government of Orissa are not available in the Fifth CPC and therefore, new grade pay for their conversion to Sixth CPC had to be introduced for those employees enjoying such pay scales which are not available under the Fifth CPC. In regards to the pay scales also existing under the Fifth CPC, the corresponding pay band and grade pay applicable to the employees of Orissa Government are similar to that of Central Government employees. The Pay Revision is effective from 1.1.2006. The initial pay of a Government employee will be fixed in the revised pay by multiplying the Basic Pay as on 1.1.2006 by a factor of 1.86 rounded off to the next multiple of 10.

- 3.5** The **Punjab** Civil Service (Revised Pay) Rules, 2009 is deemed to have come into force on and with effect from the first day of January, 2006. As in the case of Government of Orissa, the Punjab Government has pay scales in the pre-revised pay which are not available in the Fifth CPC. The pay structure in the Revised Pay is however in line with the Sixth Central Pay Commission recommendation with some modifications and additions of Pay Bands and Grade Pay. The initial pay of a Government employee will be fixed in the revised pay by multiplying the Basic Pay as on 1.1.2006 by a factor of 1.86 rounded off to the next higher multiple of 10. The revised pay will be drawn from the first day of August, 2009 and the arrears with effect from 1st January, 2006 to 31st July, 2009 will be paid in such manner and at such time to be decided by the Government.
- 3.6** The **Haryana** Government also has some pay scales which are not applicable to the Fifth CPC. They have introduced some new Grade Pay within the structure of the revised Pay Band adopted by the CCS (Revised Pay) Rules, 2008. The initial pay in the revised pay is determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and the resultant figure rounded off to the next multiple of 10. The arrear of pay is to be paid in two installments of 40% and 60%. The 2nd installment is to be paid in the next financial year. The revised pay will be drawn only with effect from 1.1.2009.
- 3.7** It is gathered from these documents that even though the patterns differ from one State to another, yet all these State Governments have determined the revised pay scales of their respective employees in the Sixth Pay Revision on the strength of pay actually drawn as on 1.1.2006. At the same time, some States have been learnt to have improvised some new Grade Pay in addition to what have been prescribed by the Sixth Pay Commission.

Chapter 4

Recommendations on pay structure, pensions & related benefits and pay fixation

- 4.1** In view of what have already been stated in the foregoing chapters, the Committee has found it appropriate to use the pay scales actually drawn on 1.1.2006 for conversion of pay scales into the Sixth Pay subject to certain modifications and adjustments **and thus recommends the use of the Pay Scales actually drawn on 1.1.2006 for conversion into the Sixth Pay accordingly, subject to certain modifications and adjustments.** Accordingly, a general conversion table showing the conversion from the pre-revised pay into the revised pay band and grade pay is prepared and may be seen at Table – 1 below. Also, a statement showing corresponding pre-revised pay scales as on 1.1.2006, Fitment Committee Recommendation and the Recommended Pay Band and Grade Pay may be seen at Annex – I.
- 4.2** As already mentioned in the above Para, there are some posts for which certain modifications and deviations are made from the prescribed Grade Pay of the Sixth Pay Recommendations .Various posts carrying the scale of pay of Rs. 6500-200-10500/- in the pre-revised pay scale for which the corresponding pay band in the revised pay is “PB-2 9300-34800 plus Grade Pay Rs. 4200/-” but the **Committee recommends a Grade Pay of Rs. 4600/-** in order to avoid clubbing together of feeder posts and promotion posts.
- 4.3** Further, in order to address the problems that could be created by clubbing together of pay scales where feeder posts and promotional posts are clubbed into the same Grade Pay in the revised pay, new Grade Pay are created in respect of the following:
- a)** A new Grade Pay of Rs.4400/- is recommended in the Pay Band PB-2 9300-34800 thereby creating a new revised pay scale of “**PB-2 9300-34800 plus Grade Pay Rs.4400/-**” which will be the corresponding standard conversion Pay Band and Grade Pay for the pre-revised pay scale of Rs. 5500-175-9000/- The Committee contemplated the possibility of merging the posts in the pre-revised pay scales of Rs.5000-150-8000 and Rs.5500-175-9000 in due course which may be taken up by the Administrative Department concerned. **e.g.** The posts of UDC and Assistant carry different pay scales but they could perform the same duties and responsibilities in terms of the nature of work they deal with in the present system. The nature of work and the functions that a post carry should, however, first be carefully considered for merging of posts.
 - b)** A new Grade Pay of Rs.6100/- is recommended in the Pay Band PB-3 15600-39100 thereby creating a new revised scale of pay “**PB-3 15600-39100 plus Grade Pay Rs.6100/-**”. This new grade pay in PB-3 will be the corresponding standard conversion scale for the pre-revised pay scale of

- Rs.8000-275-13500 + Rs.200 SA as on 1.1.2006. This new grade pay will continue to be applicable to Grade-IV of the MAH&VS for giving weightage on their promotion from the post of VAS and equivalent to the post of SDVO and equivalent carrying the pre-revised pay scale of **Rs.8000-275-13500** and **Rs.8000-275-13500 + Rs.200** Special Allowance respectively.
- c) A new Grade Pay of Rs 7100/- is recommended in the Pay Band PB-3 15600-39100 thereby creating a new revised scale of pay “**PB-3 15600-39100 plus Grade Pay Rs.7100/-**”. This new grade pay in PB-3 will be the corresponding standard conversion scale for the pre-revised pay scale of Rs.10000-325-15200 + Rs.200 SA as on 1.1.2006. This new grade pay will continue to be applicable to the Mizoram Health Service Grade – I for giving weightage on their promotion from Grade – II to Grade – I of the MHS carrying the pre-revised pay scale of **Rs.10000-325-15200** and **Rs.10000-325-15200 + Rs.200** Special Allowance respectively.
- d) A new Grade Pay of Rs.9500/- is recommended in the Pay Band PB-4 37400-67000 thereby creating a new revised scale of pay “**PB-4 37400-67000 plus Grade Pay Rs.9500/-**”. This new grade pay in PB-4 will be the corresponding standard conversion scale for the pre-revised pay scale of Rs.18400-500-22400 + Rs.500 SA and Rs.16400-450-20900 + Rs.500 SA as on 1.1.2006.

4.4 The post of Agriculture Extension Officer in Agriculture Department and Horticulture Extension Officer in Horticulture Department will be placed in the corresponding Pay Band and Grade Pay which is applicable to their respective pre-revised pay scales on 1.1.2006. The posts of AEO/HEO should eventually be merged with the post immediately above them as was done in the case of Junior Grade of Mizoram Information Service and also the Sub-Treasury Officers whose posts have been upgraded and merged with the Junior Grade of MFAS, and again the post of Assistant Research Officer which was the entry grade of MPE&SS was merged with the next higher grade. The issue may be taken up separately by the Administrative Department concerned.

TABLE - 1**Statement showing present Pay Scales and corresponding Standard Pay Scales for Fitment in the revised Sixth CPC**

Sl No	Pay on 1.1.2006 (Different Baseline for Group A)	Present Scale (w.e.f 1.6.2007)	Fitment Committee Recommendation			Recommended Revised Pay		
			Pay Band	Corresponding Pay Band	Grade Pay	Pay Band	Corresponding Pay Band	Grade Pay
1	2	3	4			5		
1	2650-4000	3050-4590	-1S	4400-7440	1300	-1S	4400-7440	1650
2	2750-4400	3200-4900	-1S	4400-7440	1300	PB-1	5200-20200	1800
3	2750-4400	3200-4900	-1S	4400-7440	1400	PB-1	5200-20200	1800
4	2650-4000	3050-4590	-1S	4400-7440	1400	-1S	4400-7440	1650
5	3050-4590	4000-6000	-1S	4400-7440	1400	PB-1	5200-20200	1900
6	2750-4400	3200-4900	-1S	4400-7440	1650	PB-1	5200-20200	1800
7	2750-4400	4000-6000	-1S	4400-7440	1650	PB-1	5200-20200	1800
8	3200-4900	4000-6000	-1S	4400-7440	1650	PB-1	5200-20200	2000
9	2750-4400	3200-85-4900	-1S	4400-7440	1650	PB-1	5200-20200	1800
10	3050-4590	4000-100-6000	PB-1	5200-20200	1800	PB-1	5200-20200	1900
11	3200-4900	4000-100-6000	PB-1	5200-20200	1800	PB-1	5200-20200	2000
12	4000-6000	4500-125-7000	PB-1	5200-20200	1800	PB-1	5200-20200	2400
13	2750-4400	4500-125-7000	PB-1	5200-20200	1900	PB-1	5200-20200	1800
14	3050-4590	4000-100-6000	PB-1	5200-20200	1900	PB-1	5200-20200	1900
15	2750-4400	4000-100-6000	PB-1	5200-20200	1900	PB-1	5200-20200	1800
16	3200-4900	4500-125-7000	PB-1	5200-20200	1900	PB-1	5200-20200	2000
17	4000-6000	4500-125-7000	PB-1	5200-20200	1900	PB-1	5200-20200	2400
18	4000-6000	5000-150-8000	PB-1	5200-20200	1900	PB-1	5200-20200	2400
19	4000-6000	4500-125-7000	PB-1	5200-20200	2000	PB-1	5200-20200	2400
20	4000-6000	5000-150-8000	PB-1	5200-20200	2000	PB-1	5200-20200	2400
21	4500-7000	5000-150-8000	PB-1	5200-20200	2000	PB-1	5200-20200	2800
22	4000-6000	4000-100-6000 (CSS)	PB-1	5200-20200	2400	PB-1	5200-20200	2400
23	4000-6000	5000-150-8000	PB-1	5200-20200	2400	PB-1	5200-20200	2400
24	4500-7000	5000-150-8000	PB-1	5200-20200	2400	PB-1	5200-20200	2800
25	4500-7000	5500-175-9000	PB-1	5200-20200	2400	PB-1	5200-20200	2800
26	5000-8000	5500-175-9000	PB-1	5200-20200	2400	PB-2	9300-34800	4200

Sl No	Pay on 1.1.2006 (Different Baseline for Group A)	Present Scale (w.e.f 1.6.2007)	Fitment Committee Recommendation			Recommended Revised Pay		
			Pay Band	Corresponding Pay Band	Grade Pay	Pay Band	Corresponding Pay Band	Grade Pay
1	2	3	4			5		
27	5000-8000	5500-175-9000	PB-1	5200-20200	2400	PB-2	9300-34800	4200
28	4000-6000	5500-175-9000	PB-1	5200-20200	2800	PB-1	5200-20200	2400
29	4500-7000	5500-175-9000	PB-1	5200-20200	2800	PB-1	5200-20200	2800
30	5000-8000	5500-175-9000	PB-1	5200-20200	2800	PB-2	9300-34800	4200
31	5500-9000	5500-175-9000	PB-1	5200-20200	2800	PB-2	9300-34800	4400
32	4500-7000	6500-200-10500	PB-1	5200-20200	2800	PB-1	5200-20200	2800
33	5000-8000	6500-200-10500	PB-1	5200-20200	2800	PB-2	9300-34800	4200
34	5500-9000	6500-200-10500	PB-1	5200-20200	2800	PB-2	9300-34800	4400
35	4500-7000	6500-200-10500	PB-2	9300-34800	4200	PB-1	5200-20200	2800
36	5000-8000	6500-200-10500	PB-2	9300-34800	4200	PB-2	9300-34800	4200
37	5500-9000	6500-200-10500	PB-2	9300-34800	4200	PB-2	9300-34800	4400
38	5500-9000	7450-225-11500	PB-2	9300-34800	4200	PB-2	9300-34800	4400
39	6500-10500	7450-225-11500	PB-2	9300-34800	4200	PB-2	9300-34800	4600
40	6500-10500	7450-225-11500	PB-2	9300-34800	4200	PB-2	9300-34800	4600
41	6500-10500	7450-225-11500	PB-2	9300-34800	4200	PB-2	9300-34800	4600
42	6500-10500	7450-225-11500	PB-2	9300-34800	4200	PB-2	9300-34800	4600
43	6500-10500	7500-250-12000	PB-2	9300-34800	4200	PB-2	9300-34800	4600
44	7450-11500	7500-250-12000	PB-2	9300-34800	4200	PB-2	9300-34800	4600
45	6500-10500	8000-275-13500	PB-2	9300-34800	4200	PB-2	9300-34800	4600
46	6500-10500	7450-225-11500	PB-2	9300-34800	4600	PB-2	9300-34800	4600
47	6500-10500	7500-250-12000	PB-2	9300-34800	4600	PB-2	9300-34800	4600
48	6500-10500	8000-275-13500	PB-2	9300-34800	4600	PB-2	9300-34800	4600
49	7450-11500	7500-250-12000	PB-2	9300-34800	4600	PB-2	9300-34800	4600
50	7450-11500	8000-275-13500	PB-2	9300-34800	4600	PB-2	9300-34800	4600
51	7500-12000	8000-275-13500	PB-2	9300-34800	4600	PB-2	9300-34800	4800
52	8000-13500	10000-325-15200	PB-2	9300-34800	4600	PB-3	15600-39100	5400
53	8000-13500+200	10000-325-15200+200	PB-2	9300-34800	5400	PB-3	15600-39100	6100
54	10000-15200	12000-375-16500	PB-2	9300-34800	5400	PB-3	15600-39100	6600
55	12000-16500	12000-16500	PB-2	9300-34800	5400	PB-3	15600-39100	6600

Sl No	Pay on 1.1.2006 (Different Baseline for Group A)	Present Scale (w.e.f 1.6.2007)	Fitment Committee Recommendation			Recommended Revised Pay		
			Pay Band	Corresponding Pay Band	Grade Pay	Pay Band	Corresponding Pay Band	Grade Pay
1	2	3	4			5		
56	10000-15200+200	12000-375-16500+200	PB-3	15600-39100	6600	PB-3	15600-39100	7100
57	12000-16500	14300-400-18300	PB-3	15600-39100	6600	PB-3	15600-39100	7600
58	12000-18000	14300-400-18300 + 500	PB-3	15600-39100	7600	PB-3	15600-39100	7600
59	14300-18300+300	14300-400-18300 +750	PB-3	15600-39100	7600	PB4	37400-67000	8700
60	16400-20900	16400-450-20900	PB4	37400-67000	8700	PB4	37400-67000	8900
61	18400-22400	16400-450-20900	PB4	37400-67000	8700	PB4	37400-67000	8900
62	16400-20900+300	16400-450-20900 +750	PB4	37400-67000	8900	PB4	37400-67000	9500
63	16400-20900+500	16400-450-20900 +1000	PB4	37400-67000	8900	PB4	37400-67000	9500
64	18400-22400+500	16400-450-20900+1000	PB4	37400-67000	8900	PB4	37400-67000	9500

4.5 Initial fixation of Pay: The Committee recommends that while fixing the initial pay of a Government Servant, the existing basic pay as on 1.1.2006 along with 50% of the basic pay i.e. DP and the existing rate of 24% of Dearness Allowance should be taken into consideration so that an employee will not be at financial loss due to fixation of pay in the revised pay structure. In short, the existing basic pay as on 1.1.2006 will be multiplied by a factor of 1.86 (this is equal to Basic Pay + DP + DA) and the resultant amount should be rounded up to the next multiple of 10. The amount so arrived at plus the applicable Grade Pay will be the new Basic Pay in the revised pay structure. If the amount so arrived at by multiplying the basic pay by 1.86 is less than the minimum of the pay band, then the initial pay shall be placed at the minimum of the pay band. Thus, the Grade Pay applicable to an employee in relation to the scale of pay in which he was drawing his pay will be in the form of fitment benefit. The revised structure of pay bands and grade pay shall be applicable from 1.1.2006 onwards.

4.6 Posts upgraded after 1.1.2006: There may be some posts which have been restructured or upgraded after 1.1.2006. In such cases, they will be given pay band and grade pay as per Annex – I and will be subsequently placed in the appropriate pay band and grade pay applicable to the restructured and upgraded post from the date of such restructuring or upgradation.

4.7 There could be cases where feeder post and promotional post are merged in the same pay band and grade pay. In such cases, the benefit of one additional increment may be given to the employee on such promotion.

4.8 Rate of increment: The Committee recommends that the rate of increment in the revised pay structure will be 3% of the sum of Pay in the Pay Band plus Grade Pay applicable which will be rounded up to the next multiple of 10, and the amount of increment will be added to the existing pay in the pay band. A variable increment rate for high performers is not recommended at this stage.

4.9 Date of increment: A uniform date of increment is recommended which will be the First day of July every year. Employees completing 6(six) months and above in the revised pay structure as on the 1st of July will be eligible to be granted the increment. Other modes of drawal of increment shall be designed in the rules to be framed by the government in this regard.

4.10 Payment of Revised Pay: The revised structure of pay bands and grade pay shall be applicable from 1.1.2006 onwards. The Committee recommends notional fixation of pay from 1.1.2006 to 31.12.2009. The benefit of revised pay shall be enjoyed only from 1.1.2010 onwards.

4.11 Dearness Allowance (compensation for price rise) will be followed as accepted and implemented by the Central Government. Dearness allowance be made effective from 1.1.2006 for the purpose of fixation of pay and pension benefits.

4.12 The entry pay for direct recruits appointed on or after 1.1.2006 may be fixed as shown in Table 2.

TABLE - 2

Entry pays in the revised pay structure for direct recruits appointed on or after 1.1.2006

-1S (4440-7440)		
Grade Pay	Pay in the Pay Band	Total
1300	4440	5740
1400	5380	6780
1650	6460	8110

PB-1 (5200-20200)

Grade Pay	Pay in the Pay Band	Total
1800	5200	7000
1900	5830	7730
2000	6460	8460
2400	7510	9910
2800	8560	11360

PB-2 (9300-34800)

Grade Pay	Pay in the Pay Band	Total
4200	9300	13500
4400	10520	14920
4600	12540	17140
4800	13350	18150

PB-3 (15600-39100)

Grade Pay	Pay in the Pay Band	Total
5400	15600	21000
6100	18120	24220
6600	18750	25350
7100	21040	28140
7600	21900	29500

PB-4 (37400-67000)

Grade Pay	Pay in the Pay Band	Total
8700	37400	46100
8900	40200	49100
9500	43000	52500

4.13 Assured Career Progression Scheme:

- a) The committee recommends adoption and implementation of ACP Scheme in line with the existing ACP Scheme under the Government of India. However, some changes will have to be made wherever necessary. The ACPS will be made effective from the 1st January, 2006 and will override the ACP Scheme already implemented after 1.1.2006. The financial up-gradation will be allowed after 10, 20 and 30 years of service. Three financial up-gradations will be available during the entire service of the employee.
- b) The **first financial upgradation** will be available for employees who have completed 10 years of regular satisfactory service and have not got any financial up-gradation in these 10 years with reference to the functional pay structure of the post to which he/she was recruited as a direct entrant.

Financial up-gradation in this context includes functional promotion or revision/modification of the pay structure for the same post after 1.1.2006.

- c)** The **second financial upgradation** will be available to employees who have completed 20 years of regular satisfactory service and have not got any financial upgradation during the last ten years. Financial upgradation in this context includes functional promotion or revision/modification of the pay structure for the same post after 1.1.2006. Further, the second financial upgradation under the ACPS will be applicable only if the government servant does not get two or more upgradations after twenty years of service either by way of ACPS or functional promotion in the hierarchy or both.
- d)** The **third financial upgradation** will be available to employees who have completed 30 years of regular satisfactory service and have not got any financial upgradation during the last 10 years. Financial upgradation in this context includes functional promotion or revision/modification of the pay structure for the same post after 1.1.2006. Further, the third financial upgradation under the ACPS will be applicable only if the government servant does not get three or more upgradations after thirty years of service either by way of ACPS or functional promotion in the hierarchy or both.
- e)** The grade pay shall change at the time of financial upgradation under the scheme. The grade pay given at the time of financial upgradation under ACPS will be the immediate next higher grade pay in the hierarchy of revised pay bands and grade pay being recommended. Thus, grade pay at the time of financial upgradation under ACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/ organisation will be given only at the time of regular promotion. Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial upgradations under the scheme. Thus, an increase of 3% of Pay plus Grade Pay shall be available as financial upgradation under the scheme.
- f)** Since the new ACPS will override the ACP Scheme already implemented after 1.1.2006, there may be instances where an employee is no longer entitled to the ACPS that he has been enjoying before recommendation and implementation of the new ACP Scheme. In such cases, the employee will not recover the amount already drawn by him on account of the ACP Scheme. However, since fresh regulation of pay will have to be made under the revised pay structure, the *pay already drawn may be adjusted against the pay to be drawn*. If any overpayment/excess amount still exists, such cases will be given pay protection as available/permissible under relevant Pay Fixation Rules.

g) The recommended functional pay band and grade pay with corresponding ACP pay structure is given in Table 3:

TABLE - 3

Sl. No	Functional Pay Band and Grade Pay of the post as on 1.1.2006 on which a Government servant is placed/ recruited/promoted.			ACP Pay Structure		
	Pay Band	Corresponding Pay Band	Grade Pay	First ACP Grade Pay	Second ACP Grade Pay	Third ACP Grade Pay
<i>1</i>	<i>2</i>			<i>3</i>		
1	-1S	4440-7440	1650	1800	1900	2000
2	PB-1	5200-20200	1800	1900	2000	2400
3	PB-1	5200-20200	1900	2000	2400	2800
4	PB-1	5200-20200	2000	2400	2800	4200
5	PB-1	5200-20200	2400	2800	4200	4400
6	PB-1	5200-20200	2800	4200	4400	4600
7	PB-2	9300-34800	4200	4400	4600	4800
8	PB-2	9300-34800	4400	4600	4800	5400
9	PB-2	9300-34800	4600	4800	5400	6100
10	PB-2	9300-34800	4800	5400	6100	6600
11	PB-3	15600-39100	5400	6100	6600	7100
12	PB-3	15600-39100	6100	6600	7100	7600
13	PB-3	15600-39100	6600	7100	7600	8700
14	PB-3	15600-39100	7100	7600	8700	8900
15	PB-3	15600-39100	7600	8700	8900	9500
16	PB-4	37400-67000	8700	8900	9500	No Change
17	PB-4	37400-67000	8900	9500	No Change	No Change
18	PB-4	37400-67000	9500	No Change	No Change	No Change

4.14 Compensatory Leave Salary: The Committee recommends that the facility of Compensatory Leave Salary allowed to Police personnel shall continue to be applicable in the existing rates and under existing conditions.

4.15 *The Committee recommends that the Government take necessary steps to rectify the inconsistencies across different departments such as same nomenclature of post but different pay scales etc. Post specific and cadre specific anomalies may also be looked in to.*

4.16 Exercise of option: All the State Government employees will be required to exercise options regarding enjoying the benefit of the revised pay and pay

fixation. Those employees who do not opt for the Sixth Pay Revision will continue to draw their pay in the Fifth CPS. However, the option to retain the Fifth CPS will be applicable in respect of only one existing scale and if an employee is promoted or ceases to draw pay in a particular pay scale, he will have to be brought over to the revised pay structure.

- 4.17 Pension:** The Committee recommends the structure of pension and other terminal retirement benefits recommended by the Sixth CPC and as accepted by the Central Government with effect from 1.1.2006. ***However, as recommended for payment of revised pay for regular employees of the Government, it is also recommended that notional fixation of pension shall be allowed for the period from 1.1.2006 to 31.12.2009 and cash benefit of revised pension shall be allowed with effect from 1.1.2010 only.*** Moreover, pensioners who superannuated prior to 1.1.2006 shall be governed by the rules as amended from time to time incorporating the benefits of the recommendations of the Sixth CPC.
- 4.18** The recommendation of the Committee does not cover the Judicial Services, College faculties enjoying UGC pay scales, teaching communities in Polytechnic and other institutions adopting AICTE norms and also employees of Mizoram Legislative Assembly.
- 4.19** The Committee further recommends that State Government Undertakings such as the **MBSE, MKVI, ZIDCO, MIFCO etc should obtain approval of the Government through their respective Administrative Department for adoption and application of these recommendations.**

Chapter 5

Allowances and Facilities

- 5.1** The Committee has studied the recommendations of the Fitment Committee in connection with various allowances and facilities and has made the following recommendations considering the financial implication such allowances would have on the State finances.
- 5.2 Non-Practicing Allowance:** The Committee recommends that Non-Practicing Allowance shall continue to be paid to Medical Officers/Doctors who are not practicing privately at the existing rate of 25% of the Pay in the pay band plus Grade Pay subject to the condition that basic pay plus NPA will not exceed Rs.85000/-. The NPA will also be applicable to Veterinary Posts/Doctors.
- 5.3 House Rent Allowance:** The Committee recommends House rent Allowance as accepted by the Central Government.
- 5.4 Special Compensatory Allowance:** The Committee recommends Special Compensatory Allowance as accepted by the Central Government.
- 5.5 Teaching Allowances:** The Fitment Committee has recommended the discontinuance of granting Teaching Allowance to Teachers under Mizoram Government. The Committee endorses the recommendation of Fitment Committee.
- 5.6 Other allowance:** Allowances presently allowed such as Washing, Ration, Rifle, Kit Maintenance, Transport Allowance to Handicapped Employees, Special Duty, Cash Handling, Family Planning and Gestetner Operating allowances may continue. The rates may be fixed by the State Government as it deems fit. Where such allowances are also enjoyed by the Central Government employees, the rates should not exceed such amount as determined by the Central Government. **This will also be applicable to those allowances presently allowed but not specifically mentioned here.**
- 5.7 The new rate of allowances other than Dearness Allowance will be applicable prospectively and will not be taken into account while computing the pay arrear if any.**

Chapter 6

Financial Implications

6.1. The Financial Resources and position of the State, the poor performance of the State in relation to debt percentage of GSDP, heavy dependency of the State on transfer of funds from the Central Government, high fiscal deficit and inability to improve the percentage of State's own revenue to total revenue along with the high expenditure of the Government on salaries, wages and pensions have already been highlighted by the Report of the Fitment Committee, 2009. The present Committee will not try to delve too deeply into the subject that has already been brought out by the Fitment Committee, 2009.

6.2. The additional requirement for salary expenditure are estimated and shown in Table – 4 below:

TABLE - 4**Estimates of financial requirement due to implementation of 6th Pay**

Year	5th Pay	Recommended Revised Pay	Additional requirement
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>
2005-06 (02 months)	1,03,71,61,820	1,45,18,50,088	41,46,88,268
2006-07 (12 months)	6,44,64,18,684	8,85,70,99,416	2,41,06,80,732
2007-08 (12 months)	7,86,64,62,138	9,74,95,16,067	1,88,30,53,929
2008-09 (12 months)	9,09,20,94,144	10,70,22,64,164	1,61,01,70,020
2009-10 (12 months)	10,35,19,26,984	11,89,81,55,808	1,54,62,28,824
2010-11 (12 months)	11,37,80,50,248	12,91,14,60,396	1,53,34,10,148
TOTAL	46,17,21,14,018	55,57,03,45,939	9,39,82,31,921

6.3. The increase on salary expenditure due to implementation of Sixth Pay in Mizoram is estimated at 37.39% in 2006-07, 23.94% in 2007-08, 17.71% in 2008-09 and 14.94% in 2009-10 and it is estimated that it will be 13.48% during 2010-11. The visible trends over the years from 2006-07 to 2009-10 is that the percentage increase on salary on account of Sixth Pay revision will be decreasing. In absolute terms also the additional financial requirement is decreasing over the years as can be seen at column 4 of Table 4 above.

6.4. The total requirement of fund on account of Sixth Pay Revision for the year 2010-11 on salary alone is calculated at Rs.1291.15 Crores while

there is a budget provision of Rs.1364.83 Crores for 2010-11 on Salary. This is approximately 36.69% of the total Budget Estimate.

6.5. Another implication drawn from the figures at Table 4 is that the rate of increase on salary expenditure will be much less in the Sixth Pay compared to the Fifth Pay. One of the reasons could be the high pay scales enjoyed by the Mizoram Government employees w.e.f. 1.6.2007 due to upgradation of Pay. The Pay upgradation on 1.6.2007 has the effect of increasing the quantum of Dearness Allowance which at present is 87% w.e.f 1.1.2010 as compared to 35% in the Sixth Pay.

6.6. Another important feature on financial implication is the calculation of Pay arrear at Table 5. While other States like Punjab and Haryana afford to pay the arrears of pay revision from 1.1.2006, Punjab for instance decided to release cash payment from August 2009 and payment of arrears to be decided in due course. Haryana followed the example of Central Government and decided to release the arrears in two installments of 40% and 60%, the 2nd installment to be released in the next financial year.

TABLE - 5

Estimated requirement for pay arrear

Period	5th Pay	Recommended Revised Pay	Arrears
1.1.2006 to 31.5.2010	36,69,04,05,478	44,81,07,95,609	8,12,03,90,131
1.1.2009 to 31.5.2010	12,62,49,50,520	14,57,37,21,849	1,94,87,71,329
1.4.2009 to 31.5.2010	12,24,82,68,692	14,05,00,65,874	1,80,17,97,182
1.1.2010 to 31.5.2010	4,48,43,23,454	5,12,64,49,018	64,21,25,564

6.7. As already pointed out by the Fitment Committee at Para 7.2 of its Report, the additional burden on salary expenditure cannot be substantially reduced due to the fact that Fitment into the Sixth Pay revision is based on a formula of multiplying the existing basic pay on the relevant period i.e. 1.1.2006 by a factor of 1.86. **The Committee, after considering the financial position of the Government of Mizoram, therefore recommends payment of arrear w.e.f. 1.1.2010 onwards and the financial requirement is estimated at Rs. 64.21 Crores.**

6.8. A comparison between the recommendations of the Committee vis-à-vis Fitment Committee recommendation is also placed below at Table – 6.

TABLE – 6

ESTIMATE OF TOTAL EXPENDITURE ON PAY AND ALLOWANCES w.e.f. 1.1.2006 to 31.3.2010

			<u>Rs. In Crores</u>
Year	Pay without Revision	Fitment Committee Recommendation	Recommended Revised Pay
1	2	3	4
2005-06 (02 months)	103.72	114.95	145.19
2006-07 (12 months)	644.64	702.11	885.71
2007-08 (12 months)	786.65	(776.01)	974.95
2008-09 (12 months)	909.21	921.50	1070.23
2009-10 (12 months)	1035.19	(1024.03)	1189.82
2010-11 (12 months)	1137.81	(1109.25)	1291.15
TOTAL	4617.22	4647.85	5557.05

Note: Figures in bracket indicates years where recommended pay is less than the Pay without revision.

COMPARATIVE STATEMENT OF AVERAGE MONTHLY REQUIREMENT OF FUNDS ON PAY AND ALLOWANCES

			<u>Rs. In Crores</u>
Year	Pay without Revision	Fitment Committee Recommendation	Recommended Revised Pay
1	2	3	4
2005-06 (02 months)	51.86	57.48	72.60
2006-07 (12 months)	53.72	58.51	73.81
2007-08 (12 months)	65.55	(64.67)	81.25
2008-09 (12 months)	75.77	76.79	89.19
2009-10 (12 months)	86.27	(85.34)	99.15
2010-11 (12 months)	94.82	(92.44)	107.60

Note: Figures in bracket indicates years where recommended pay is less than the Pay before revision.

Chapter 7

Conclusion and Acknowledgement

- 7.1.** The Committee, during a short period of time, attempts to reconcile the recommendations of the Fitment Committee and the demands of the Federation of Mizoram Government Employees and Workers Association coupled with eighty four individual representations received from various Service Associations. The Committee had numerous sittings and the members, at times, devoted whole days within their busy and hectic schedule to finalize this Report.
- 7.2.** The Committee, while trying to address the issue of pay anomalies and problem created by the clubbing of promotional post with their feeder post and stagnation, had to create some new Grade Pay in different Pay Bands and deviate from standard conversion of pay scales.
- 7.3.** The Committee realizes that in spite of its best efforts, there may still be mistakes and inadvertent omissions and clerical errors which may need rectification. Necessary remedial action may be taken in accordance with the principle adopted in other similar cases in the Report.
- 7.4.** The Committee would like to thank the Officers and Staff of Finance Department and all those involved, directly or indirectly, during the meetings and deliberation process and preparation of the Report. The invaluable inputs from individuals and Service Associations and their support are sincerely appreciated. The Committee acknowledges the hard work of the members of the Fitment Committee and thanks them for painstakingly preparing post by post pay scales applicable to the Government of Mizoram Employees with effect from the Third Pay Commission, 1973 onwards.

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MEMBER

(H.LIANSILOVA)
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