

रक्षा लेखा महानियंत्रक
Controller General of Defence Accounts
उलान बटार रोड, पालम, दिल्ली कैंट 110010
Ulan Batar Road, Palam, Delhi Cantt- 110010

सं. प्रशा/XIV/14162/III/7वां वेतन आयोग/2013

दिनांक: 07/08/2014

No. AN/XIV/14162/III/7th PC/Vol-I

सेवा मे,

सभी प्रधान/ रक्षा लेखा नियंत्रक
All PCsDA/CsDA
(Through CGDA Mail Server)

Sub: Replies/Information to Questionnaire relating to 7th Central Pay Commission.

With the constitution of the Seventh Pay Commission on 28.02.2014, Ministry has sought information regarding various issues of emoluments' structure, retirement benefits and other service conditions of Central Government employees as well as recommendations on the changes required.

2. Accordingly, a copy of Ministry of Defence, D (Civ-II) Section ID No.17(11)/2014/D(Civ-II) dated 15.07.2014 on the above subject is forwarded herewith.

3. It is requested to furnish the requisite information as desired by the 7th Central Pay Commission pertaining to your organization to this HQrs. office **latest by 20.08.2014** for onward submission to the D (Pay Commission Cell).

4. 'Nil' report is also required.

Please accord **"Top Priority"**.

संलग्नक: यथोपरि ।

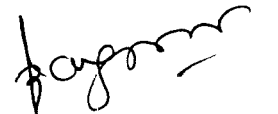


(पी.के.राय)

रक्षा लेखा उपमहानियंत्रक

प्रतिलिपि :-

1. प्रशासन 4 अनुभाग ---- समरूप कार्रवाई हेतु ।
2. ई डी पी सेन्टर (स्थानीय) ---- रक्षा लेखा महानियंत्रक वेबसाइट पर अपलोड करने हेतु ।
3. महासचिव, ए.आई.डी.ए.ए. (सी.बी.) पुणे ---- सुचनार्थ ।
4. महासचिव, ए.आई.डी.ए.ई.ए. (एच.क्यू) कोलकाता ---- सुचनार्थ ।
5. मास्टर नोट बुक (प्रशासन 14)



(उपेंद्र कुमार)

लेखा अधिकारी (प्रशासन)

(11) AIV XIV

Ministry of Defence
D(Civ-II) Section

Immediate

Subject: Replies/Information to Questionnaire relating to 7th Central Pay Commission.

A copy each of d.o. letter No. 7/CPC/15/Questionnaire dated 9th April, 2014 and CPC/21/Sec's dated 2nd May 2014 received from Central Pay Commission is forwarded alongwith its enclosures.

2. It is requested that the information as indicated in the above references may be furnished to D(Pay Commission Cell) directly under intimation to this Section.

Encl. As above

गुरदीप सिंह
(Gurdeep Singh)
Under Secretary

CGDA, Ulan Bator Road, Palam , Delhi Cantt.

MoD ID No. 17(11)/2014/D(Civ-II) dated 15.07.2014



S. No. 1 (R)

25
IMMEDIATE

Ministry of Defence
D (Civ-I)

Subject:- Replies/ information to Questionnaire relating 7th Central Pay Commission- regarding.

Please find enclosed herewith copies of D (Pay Commission Cell) I.D. No. 22/2/2014-D (PCC) dated 7th July 2014, and D.O letter No. 7 CPC/15/Questionnaire dated 9th June 2014 addressed to Defence Secretary by Secretary, 7th Central Pay Commission along with its enclosures, on the subject mentioned above.

2. All concerned are requested that information as indicated in ibid references may be collected from various organisations/lower formations/units under their control and the consolidated information (complete in all respect) may be sent to **D(Pay Commission Cell), Room No. 318 (Portion), 'B' Wing, Sena Bhavan, New Delhi directly.**

A. Mehta

(Awdhesh Kumar Mehta)
Section Officer
Tel. No.2301 2414

Encl: As above.

Copy to :-

AG/MP-4 (Civ)(d)	NHQ/CP/Dte.	Air HQrs./PC-5
DGAQA	OFB, Kolkata	DGDE/Admn.
DGQA/Admin-7B	DGAFMS/DG-2(B)	DGNCC/Pers(C)
R & D/Orgns./DOP	E-in-C Branch/EIC	Hqrs. IDS, (Dte. of Pers)
DPR	JS(Trg.) & CAO/coord	

Ministry of Defence I.D. No. 11(1)/2014-D (Civ-1) dated 8th July 2014

Copy also to :-

D(Estt./NG), D(R&D), D(GS-1/Civ), D (GS-II), D (GS-III), D (GS-VI), D(QS), D(Q&C), D(JCM), D (Apptts.), D(AG), D(N-II), D(Air-III), D(Works-II), D(O-II), D(Med), D(Civ-II), D(QA), D(HAL), D(IT/Coord).

Encl. 4/A

Most Immediate
7th CPC Matter

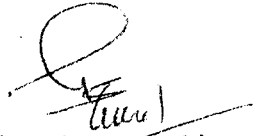
Ministry of Defence
D(Pay Commission Cell)

318-B, 'B' Wing, Sena Bhawan,
New Delhi

Subject:- Replies/information to Questionnaire relating 7th Central Pay Commission – regarding.

Please find enclosed copies of D.O. letter No. 7 CPC/15/Questionnaire dated 09.6.2014 and 7 CPC/21/Sec's dated 02.5.2014 alongwith enclosures received from 7th Central Pay Commission seeking information on the above subject.

2. It is requested that the requisite information may please be provided immediately to D(PCC), MoD for onward submission to 7th Central Pay Commission.



(Gurdeep Singh)
Under Secretary (PC)

589/D/GVI
7/7/14

Encls: As above

Deputy Secretary (CP)
MoD I.D. No.22/2/2014-D(PCC) dated 07.07.2014

Recd
07.07.2014
U.S. (Cell)

Gurdeep Singh
7/7

SO (Div-I)

AR
07.07.14
Smt ALK

Meena Agarwal
Secretary



भारत सरकार
भारतीय केंद्रीय प्रत्यक्ष आय विभाग
GOVERNMENT OF INDIA
SEVENTH CENTRAL PAY COMMISSION
नई दिल्ली, NEW DELHI-110004

D.O No. 7CPC/15/Questionnaire

9th April, 2014

Handwritten notes:
AD
15/4/14
AFA(EE)

Dear Shri Mathur,

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>.

Vertical stamp:
Defence Secretary's Office
New Delhi-110011
4943
11-4-14

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.

Handwritten notes:
Dy. Secy
15/4/14
AFA(EE)

Encl:- As above.
With regards,

Yours sincerely,
(Signature)
(Meena Agarwal)

Shri Radha Krishna Mathur,
Secretary,
Ministry of Defence,
South Block,
New Delhi-110 001.

Handwritten notes:
356/Ad/FA(EE)
15/4/14

Handwritten notes:
603/OFA(EE)
16-4-14
679/887-1/2014
22/4/2014

Handwritten notes:
15/4
AFA(EE)
17/4/14
21/4/14
SKSK

5 Increment

5.1 Whether the present system of annual increment on 1st 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?

7th 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.

- 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?

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.

Data on Personnel

Name of Ministry/ Department:

Personnel-Total (A, B & C)

	1/1/2006 ¹	1/1/2010	1/1/2014
Sanctioned Strength			
Number in position			
- Pre 01.01.2004			
- Post 01.01.2004			
Vacancy			

Age profile of employees

Of the total number of personnel in position as on 1/1/2014 in the Table above:

Those less than 20 years of age :
 20 or more but less than 30 years of age :
 30 or more but less than 40 years of age :
 40 or more but less than 50 years of age :
 50 or more but less than 60 years of age :
 60 or more years of age :

Personnel- Disaggregate

	1/1/2006	1/1/2010	1/1/2014
Group A			
<i>Sanctioned Strength</i>			
<i>Number in position</i>			
- Pre 01.01.2004			
- Post 01.01.2004			
<i>Vacancy</i>			
Group B			
<i>Sanctioned Strength</i>			

¹ For 1/1/2006 data on Group C and D may be clubbed together

MEENA AGARWAL
SECRETARY

No. 7CPC/21/Secy's



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

252/DFAE/MS
9-5-14

Dear *Shri Mathur,*

Dated: May 2, 2014

This is further to my DO letter No. 7CPC/15/Questionnaire dated 9th April 2014, enclosing a Questionnaire through which the views of your Ministry were sought on the various aspects of the broad issues that the Seventh Pay Commission is mandated to address.

4-7/5
FAC(DS)

2. While examining the various issues that it is required to look at, apart from the views already sought, the Commission would also need specific data / information on some of the focus areas viz., personnel position, expenditure on salaries and allowances, deployment of contractual staff, training and skill development of personnel, etc. Accordingly, templates for seeking the necessary data have been prepared and are enclosed herewith. Each of the focus areas is covered in a separate Annexure. Data provided by the Ministries / Departments will be crucial in analysing the key parameters to be studied by the Commission.

3. This composite data template is being shared through the Open Government Data(OGD) platform (data.gov.in). The nodal officers of your Ministries / Department for data.gov.in can download the pre-designed spreadsheets in XLS format and fill them in offline. Once this data collation activity is completed those sheets can be uploaded through the data.gov.in. The Data Controllers of data.gov.in are already familiar with process and methodology of uploading data on to this site. In case your Ministry has not yet nominated the Data Controller, this may kindly be done in accordance with the instructions as contained in the letter of the Cabinet Secretary dated July 18, 2012 in this regard. The weblink of the letter is http://data.gov.in/sites/default/files/CabSect_Letter.pdf.

4. Instructions may please be issued to the concerned Nodal Officer designated to deal with Pay Commission to furnish replies to the template, complete in all respects. All expenditure related data may kindly be got vetted/ obtained from the Principal CCA/ CA of the Ministry / Department in case of Civil Ministries and by the counterpart officers in the case of Defence, Railways and Posts.

5. I shall be grateful if the data as sought for is furnished to the Commission by **10 June 2014**.

With regards,

Yours sincerely,
(Signature)
(Meena Agarwal)

Shri Radha Krishna Mathur,
Secretary,
Ministry of Defence,
South Block,
New Delhi-110 001.

22/05/2014
8-5-14
A1
CSMA/14
SECRETARY

9/5

DRAFT - on leave
8/5/14
805/CSMA/14/2014
12/05/2014
To me

Annexure B

Data on Expenditure on Salaries & Allowances

(in Rs. lakhs)

Sl. No.		FY 2010-11	FY 2011-12	FY 2012-13
1.	Total Plan expenditure			
2.	Plan expenditure on Salaries & Allowances			
3.	Total Non Plan expenditure			
4.	Non Plan expenditure on Salaries & Allowances			
5.	Total expenditure (1+3)			
6.	Total expenditure on Salaries & Allowances (2+4)			
7.	Expenditure on Grants in aid Salaries			

Autonomous Bodies

Grants in aid Salaries paid to Central Autonomous Bodies :

(in Rs. lakhs)

	FY 2010-11	FY 2011-12	FY 2012-13
Grants in aid Salaries			

Note: Salary data should be based on Object heads 'Salaries' and Grants in aid Salaries

(Expenditure figures for Civil Ministries should be certified by the concerned Principal CCA/CCA)

Data on Training of Employees

Annexure D-1

Cadre	Number in Position as on 01.01.2014	Number of posts identified for core competencies	Number of posts identified for specialised competencies	Numbers trained during 2012-13		Numbers trained during 2013-14	
				For core competencies	For specialised competencies	For core competencies	For specialised competencies
Group A							
Group B							
Group C							
Total							

	1/1/2006	1/1/2010	1/1/2014
<i>Number in position</i>			
- Pre 01.01.2004			
- Post 01.01.2004			
<i>Vacancy</i>			
Group C			
<i>Sanctioned Strength</i>			
<i>Number in position</i>			
- Pre 01.01.2004			
- Post 01.01.2004			
<i>Vacancy</i>			

Autonomous Bodies under the Ministry/ Department

(As on 1/1/2014)

Number of Central Autonomous Bodies:

No of personnel in Central Autonomous Bodies:

S-No. 2 (R) -

IMMEDIATE

Ministry of Defence
D (Civ-1)

Subject:- Replies/ information to Questionnaire relating 7th Central Pay Commission- regarding.

Please find enclosed herewith copies of D (Pay Commission Cell) I.D. No. 22/2/2014-D (PCC) dated 7th July 2014, D.O letter No. 7 CPC/15/Questionnaire dated 9th April 2014 and 7 CPC/21/Sec's dated 2nd May 2014 along with its enclosures, on the subject mentioned above.

2. All concerned are requested that information as indicated in ibid references may be collected from various organisations/lower formations/units under their control and the consolidated information (complete in all respect) may be sent to **D(Pay Commission Cell), Room No. 318 (Portion), 'B' Wing, Sena Bhavan, New Delhi directly.**

A. Kumar Mehta

(Awdhesh Kumar Mehta)
Section Officer
Tel. No.2301 2414

Encl: As above.

Copy to :-

AG/MP-4 (Civ)(d)	NHQ/CP/Dte.	Air HQrs./PC-5
DGAQA	OFB, Kolkata	DGDE/Admn.
DGQA/Admin-7B	DGAFMS/DG-2(B)	DGNCC/Pers(C)
R & D/Orgns./DOP	E-in-C Branch/EIC	Hqrs. IDS, (Dte. of Pers)
DPR	JS(Trg.) & CAO/coord	

Ministry of Defence I.D. No. 11(1)/2014-D (Civ-1) dated 8th July 2014

Copy also to :-

D(Estt./NG), D(R&D), D(GS-1/Civ), D (GS-II), D (GS-III), D (GS-VI), D(QS), D(Q&C), D(JCM), D (Apptts.), D(AG), D(N-II), D(Air-III), D(Works-II), D(O-II), D(Med), D(Civ-II), D(QA), D(HAL), D(IT/Coord).

Annexure C

Data on Contractual Employees

Ministries/ Departments have, in the recent past, outsourced various services through personnel engaged on contractual basis. In this regard the following data is sought:

Sl. No.	Data on Contractual Employees	FY 2010-11	FY 2011-12	FY 2012-13
1	Man months of deployment at various remuneration levels (a) to (d)			
1(a)	` 10,000 and less per month#			
1(b)	From ` 10,001 to 20,000 per month			
1(c)	From ` 20,001 to 50,000 per month			
1(d)	Over ` 50,000 per month			
2	Expenditure incurred on contract employees (in ` lakhs)			

Exclusive of service tax on such engagement

Object head to which expenditure on contractual personnel incurred:

(Expenditure figures for Civil Ministries should be certified by the concerned Principal CCA/CCA)
