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Anomaly in annual increment arising due to the implementation of 6th Central Pay Commission Recommendations

The point regarding the anomaly relating to Rule 9 of the CCS (RP) Rules, 2008, concerning the date of next increment has been discussed in second Anomaly Committee meeting held on 27th March 2010. According to the Minutes of the meeting, Published by DOP&T on 4th May 2010, the Staff Side reiterated their demand that employees whose date of next increment falls between 1st February to 1st June may be given an increment, as a onetime measure, in the pre revised pay scales on 1.1.2006 as has already been done in respect of employees whose next date of increment was 1.1.2006.

The representatives of the Department of Expenditure stated that it is important to first examine the repercussions of granting an increment w.e.f 1. 1. 2006 in the pre revised pay scale because such a decision may eventually lead to certain other anomalies. After a long discussion, it was agreed that the Official Side would re- examine the matter and either suitable clarification in this regard will be issued before the next meeting of the National Anomaly Committee or if there is a need, the Department of Expenditure shall discuss the matter again with the representatives of the Staff Side.

But ,as agreed by the official side, the suitable clarification not been issued till now .

Agenda items for the next meeting of National Anomaly Committee (NAC) to be held on 5th January, 2012.

The fourth meeting of the National Anomaly Committee to discuss the anomalies arising out the implementation of the recommendations of the 6th Central Pay Commission is scheduled to be held on Thursday, the 5th January, 2012 at 3.00 P.M. in Room No.119, North Block, New Delhi, Secretary, Department of Personnel & Training will chair the meeting.

Agenda items for the 4th meeting of National Anomaly Committee (NAC) to be held on 5.1.2012 has been uploaded on the official website of AIRF today, we have reproduced and given below the specific contents of the agenda items for your ready reference.

Item No.	Subject	Status till date (after three meetings of NAC)
Item No.11	Grant Revised Allowances with effect from 1.1.2006.	This was discussed in the 3rd meeting of NAC where the Staff Side stated that allowances formed part of wages AND THUS should be revised with effect from the same date from which Revised Pay Scales have been implemented i.e. 1.1.2006. The Official Side stated that the allowances, other than Dearness Allowance (DA), have been revised from 1.9.2008 on the basis of specific recommendation of the 6th CPC. It was reiterated that even after the 5th CPC similar practice was followed. Therefore,

		<p>there was no anomaly as such. The Staff Side stated there are certain statutory allowances which need to be revised w.e.f.1.1.2006. The Staff Side was asked to forward such a list of statutory allowances for further examination of the Department of Expenditure.</p>
<p>Item No.12</p> <p>Item No.13</p>	<p>Transport Allowance</p> <p>Increase of TA (Transport Allowance) at par with PB-3</p>	<p>The items 12 & 13 were clubbed and were discussed in the 3rd meeting of NAC where the Staff Side raised the following issues with respect to the revision of the Transport Allowance (TA) were raised.</p> <p>(i) Employees with higher pay have been given rates of TA in comparison to low paid employees.</p> <p>(ii) Uniform Multiplication factor has not been used for revision of TA of employees in various pay bands.</p> <p>(iii) CCA has now been subsumed in TA, Therefore, a portion of TA should be used as a component for the purpose of computing Overtime Allowance.</p> <p>(iv) Employees who remain on long tour duties are not getting any Transport Allowance while on tour for more than a month/several months losing even that part of Transport Allowance which represents CCA.</p> <p>The Official Side stated that the multiplication factor used for revision of TA was actually skewed in favour of the low paid employees and there was no anomaly in the matter. The Staff Side pointed out that in order to have a realistic picture, the multiplication factor in respect to the revised TA rates vis-a-vis the earlier TA rates plus CCA should be examined.</p> <p>The Staff Side was asked to forward the required calculations to the Department of Expenditure for examination.</p> <p>Regarding reckoning a portion of the TA for computation of the Overtime Allowance (OTA), the Official Side stated that the 6th CPC has in fact recommended for substitution of OTA with Performance Related incentive Scheme (PRIS), Therefore, the whole issue was not relevant now.</p> <p>The Staff Side was asked to forward specific details of the matter to the Department of Expenditure for examination.</p> <p>With respect to employees losing the part of TA representing CCA while on tour for more than 15 days, the Official Side stated that the 6th CPC has given a specific recommendation to merge</p>

		the CCA with TA and therefore, this could not be construed as an anomaly.
Item No.29	Revision of Base Index for DA	The items 29 & 30 were clubbed and were discussed in the 3rd meeting of the NAC where the Staff Side pointed out some anomalies in decimal increases in percentage not being considered for sanction of DA/DR.
Item No.30	Bench Mark in AICPI Scheme for grant of DA / DR w.e.f. 1.1.2006 on CPC VI Level pay / Pension Restructuring.	The Official Side stated there was no anomaly in the matter and that the fraction which was ignored earlier was taken into account while calculating the next DA instalment. Further fixation of the base has been done in the manner followed after previous Pay Commissions and there was no anomaly. Therefore, there was no question of any loss to the employees because of this. The Staff Side would give detailed calculations in the matter to the Department of Expenditure for examination.
Item No.38	Anomaly in fixing Grade Pay	The items 38 & 39 were clubbed and were discussed in the 3rd meeting of the NAC where the Staff Side stated that the general recommendation of the 6th CPC was that the grade pay will be 40% of the maximum of the pre-revised pay scales. However, at the time of implementation of the recommendations of the 6th CPC, Government has given more than 40% as grade pay to certain categories of the employees in PB-3 and PB-4. Therefore, it was an anomaly and demanded that everyone should be given grade pay of at least 50% of the maximum of the pre-revised pay scales.
Item No.39	Anomaly due to not applying informally the multiplication factor of 1.86 in fixing the minimum pay in all the revised pay bands applying different.	The Official Side stated that the 6th CPC itself recommended grade pay in excess of 40% of the maximum of the pre-revised pay scales in respect of certain employees. Further, in Para 2.2.21 the report of the 6th CPC, it has been clearly stated that in some cases, the amount of the grade pay has been adjusted so as to maintain a clear differential between successive grades pay. Thereafter, the government implemented the recommendations of the 6th CPC with certain conscious modifications in the Grade Pay in some cases. Moreover, the erstwhile Group D employees have also been granted grade pay exceeding 40% of the maximum of the pre-revised pay scales. Therefore, there is no anomaly in the matter. It was decided that the Staff Side would revisit the issue and revert on whether they wish to pursue the matter.
Item No.44	Anomaly in the Pay Scale / Pay Band and Grade Pay of Library Information assistants	This was discussed in the 3rd meeting of the NAC where the Official Side stated that through a specific and conscious recommendation of Sixth pay Commission, the pay scales of

		<p>Trained Graduate Teachers (TGTs) have been upgraded and placed in PB-II with grade pay of Rs.4600. In this context, the Pay Commission has also clarified that on account of conscious upgradation, no other cadre can demand or can be granted higher pay scales. Therefore, Library Information Assistants cannot claim parity with TGTs.</p> <p>The Staff Side stated that the School Librarians have also been placed in PB-II with the grade pay of Rs.4600 at par with the TGTs although there is no specific recommendation of the 6th CPC in this regard. The Library Information Assistants, who have the same qualifications as that of school librarians, have however been placed in PB-II with grade pay of Rs.4200. Thus, there is an anomaly with respect to grade pay of the Library Information Assistants.</p> <p>The Official Side stated that the factual position was not known to them and therefore the Staff Side was called upon to apprise the Official Side of such Instances specifically.</p>
Item No.45	Anomaly in Pension of those in receipt of stagnation increments in pre-revised pay scale.	<p>This was discussed in the 3rd meeting of the NAC where the Official Side stated that this issue is somewhat related to the issue of granting one time increment to employees having their date of next increment between February 2006 to June 2006 under agenda item 5 (V), Accordingly, it was decided that the matter may be clubbed with agenda item 5(V) and the Staff Side was asked to confirm that their request for grant of an Increment in the pre-revised scale would not have repercussions on any other category and not lead to any further demands.</p>
Item No.46 Item No.49	Disparity in Pay scales and status :Officers in stenographers cadre. Anomalies in the matter of pay scales of Stenographers	<p>The items 46 & 49 were clubbed and were discussed in the 3rd meeting of the NAC where the Official Side stated that in para 3.1.14 of the 6th CPC's Report a specific recommendation for PS/Sr. PS. In non-secretariat organizations has been made and the same has been accepted and notified by the Government. Further, posts that were existing in the pre-revised pay scale of Rs.6500-10500 before 1.1.2006, including that of PS in field offices, have been upgraded to the pre-revised scale of Rs.7450-11500 w.e.f. 1.1.2206 vide Department of Expenditure's O.M. No.1/1/2008-IC dated 13.11.2009. Therefore, suitable action has already been taken in the matter.</p> <p>The Staff Side while agreeing with the Official Side stated they would check the position and revert back to the Official Side in case they feel that there were still any problems/difficulties in the matter.</p>

Item No.50	Anomalies in the Pay scales of official Language Staff	<p>This was discussed in the 3rd meeting of the NAC where the representative of the Department of Expenditure stated that orders were issued in November, 2008 regarding parity in the pay scales of OL posts in field officers and CSOLS and the matter has already been clarified by them on various references received in this regard from several administrative Ministries/Departments.</p> <p>The Staff Side requested that the reference forwarded in this matter by the Ministry of Railways may be examined by the Department of Expenditure on a priority basis. This was agreed to by the Official Side. The Staff Side also mentioned that the parity in the pay scales in field and HQ is still to be granted in many offices including Ministry of Railways.</p> <p>The Official Side requested the Staff Side to convey the names of such offices so that they could be called upon to take similar action in the matter.</p>
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