

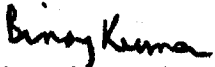
Most Immediate
6th CPC matter

Ministry of Defence
D(PCC)

In connection with the matters relating to 6th CPC, the following information is urgently required.

- i) Details of all Service and Civilian cadres i.e. category, grade structure, sanctioned strength and men on roll;
- ii) Official Memorandum if any required to be sent to VI CPC may be furnished to MoD (PCC) for onward transmission to VI CPC;
- (iii) VI CPC has undertaken a study regarding feasibility of performance related pay through IIM Ahmedabad. Communications dated 12.12.06 and 5.2.07 received in this regard from 6th CPC are enclosed. Views of your organization may be formulated taking into account the discussions held in various meetings with Prof Abhishek Mishra and sent to MoD (PCC)

The above information may please be made available by the 23rd February, 2007.


(Binoy Kumar)
Joint Secretary(E/CVO)

AG	COP	AOP	AOA	JS(Trg & CAO)
DGAFMS	DG(CG)	DGBR	DGDE	
DGMT	CGDA	DGQA	DGAQA	
DG NCC	E-n-C	Dir Pers(MES)	Da R	
QMG (CSD) DPR		HQ IDS	DGOF	

Armed Forces Films & Photo Div,

M of D ID No.1(9)06/D(PCC) dated the 15 February, 2007.

Copy to AS(DP) While Information in respect of Item No. 1
CCR&D information in respect of Item II and iii may
be sent directly to 6th CPC.



Sushama Nath
Member Secretary
Phone No. 26890694
Fax 26890681

छठा केंद्रीय वेतन आयोग

भारत सरकार

SIXTH CENTRAL PAY COMMISSION

GOVERNMENT OF INDIA

DO No. 10/MS/VI/CPC/2006

नई दिल्ली New Delhi, the December 12, 2006

Dear *Shri Dutt,*

The Sixth Central Pay Commission has asked IIM Ahmedabad to undertake a study for considering the feasibility for formulation of parameters for **performance related pay** in Government.

2. The study seeks to examine the possibility of direct correlation between performance related pay and delivery of services to citizens/organization/other departments with measurable, quantifiable criteria for judging performance and productivity of different grades of employees in various government organizations. The study aims to develop a model suited to Indian conditions which is transparent, measurable, fosters accountability and is linked to deliverables. It will look at, inter alia, competency, efforts, output, value added measures, productivity measures and consumer satisfaction measures.

3. Your Ministry is one of the Ministries identified for the study and the following details are required for your Ministry urgently.

- Vision/Mission/Objectives,
- Detailed organizational structure & departmentalization,
- Details about cadres/services,
- Staffing pattern
- Job Descriptions,
- Work norms/ Time deadlines.

4. This information may be kindly be provided by 26th December, 2006.

With kind regards,

Yours sincerely,

Sushama Nath
(Sushama Nath)

Shri Shekhar Dutt,
Secretary,
Ministry of Defence
South Block, New Delhi

Dispatch
Sixth Central Pay Commission
ICADR Building, Plot No. 6
Institutional Area Phase II
Vasant Kunj,
New Delhi-70

FAX 26891073
Phone No. 64562728

Sangeeta Singh
Joint Secretary

February 5, 2007

Dear

The Sixth Central Pay Commission has decided to commission a study on feasibility of *performance related pay* (terms of reference & conceptual framework enclosed). The study is being conducted by the Indian Institute of Management, Ahmedabad. Your Ministry has been selected for the study.

You are requested to give time for interaction to the team dealing with the Ministry of Defence. The Member Secretary of the Commission, Smt. Sushama Nath, has already requested you for appointment. The team headed by Prof. Abhishek Mishra, will be in Delhi from 9-13th February, 2007.

Yours sincerely,


(Sangeeta Singh)

To,

Shri Shekhar Dutt,
Secretary,
Ministry of Defence,
South Block,
New Delhi
Fax: 2301 0044

✓ Copy to : Shri Binoy Kumar, Joint Secretary (Establishment), Room No. 5A, South Block, New Delhi