



# भारत का राजपत्र The Gazette of India

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नई दिल्ली, शनिवार, अगस्त 30, 2008/भाद्र 8, 1930

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NEW DELHI, SATURDAY, AUGUST 30, 2008/BHADRA 8, 1930

रक्षा मंत्रालय

संकल्प

नई दिल्ली, 30 अगस्त, 2008

सं. 1(अ).—भारत सरकार ने 5 अक्टूबर 2006 के संकल्प संख्या 5/2/2006-ई-III

(ए) के तहत छठे केन्द्रीय वेतन आयोग का गठन किया था जिसे 7 दिसम्बर 2006 के संकल्प संख्या 5/2/2006-ई-III (ए) और 8 अगस्त, 2007 के संकल्प 5/2/2006-ई-III (ए) के तहत संशोधित किया गया था। इस रिपोर्ट में अन्य बातों के साथ-साथ सशस्त्र सेनाओं के कार्मिकों की परिलब्धियों की संरचना, भत्तों और सेवा की स्थितियों से संबंधित मामलों को शामिल किया गया है। सरकार ने सशस्त्र सेनाओं के अफसरों के संबंध में इन मामलों से संबंधित आयोग की सिफारिशों पर अच्छी तरह से विचार किया है और यह निर्णय लिया है कि रक्षा कार्मिकों की इन श्रेणियों से संबंधित उपर्युक्त मामलों पर आयोग की सिफारिशों को नीचे दिए आशोधनों सहित एक पैकेज के रूप में कोई ठोस फेर बदल किए बिना स्वीकार कर लिया जाएगा :-

- (i) 01 जनवरी 2006 से पेंशन के साथ-साथ वेतन बैंडों और ग्रेड वेतन और 01 सितम्बर 2008 से भत्तों (महंगाई भत्ता/राहत के सिवाय) की संशोधित दरों पर संशोधित भुगतान संरचना का कार्यान्वयन;
- (ii) छठे केन्द्रीय वेतन आयोग की सिफारिश के अनुसार 1.74 के बजाए 1.86 के गुणक कारक के आधार पर वेतन बैंडों में फिटमेंट;
- (iii) वर्ष 2008-09 में बकाया राशि का 40% और 2009-10 में शेष 60% का नकद में भुगतान;
- (iv) वार्षिक वेतन वृद्धि में 2.5% से 3% की दर से वृद्धि;
- (v) उन लेफ्टिनेंट जनरलों को गैर-कार्यात्मक आधार पर सेना कमांडरों (80,000/-रुपए नियत) का वेतनमान दिया जाना जो सेना कमांडरों के रूप में पदोन्नति के योग्य तो हैं किन्तु शेष सेवावधि 2 वर्ष से कम रहने की वजह से उन्हें अनदेखा कर दिया गया हो;

## MINISTRY OF DEFENCE

## RESOLUTION

New Delhi, the 30th August, 2008

No. 1(E).—The Sixth Central Pay Commission (CPC) was set up by the Government of India by Resolution No. 5/2/2006-E III (A) dated 5<sup>th</sup> October, 2006 as amended by Resolution No. 5/2/2006-E III (A) dated 7<sup>th</sup> December, 2006 and 5/2/2006-E III (A) dated 8<sup>th</sup> August, 2007. The Commission submitted its report on 24<sup>th</sup> March, 2008. The report covered among other things, matters relating to structure of emoluments, allowances and conditions of service of Armed Forces personnel. Government have given careful consideration to the recommendations of the Commission relating to these matters in respect of Officers of the Armed Forces and have decided that the recommendations of the Commission on the matters aforementioned in respect of these categories of Defence personnel shall be accepted without any material change as a package with the modifications mentioned below :-

- (i) Implementation of the revised pay structure of pay bands and grade pay, as well as pension, with effect from 01.01.2006 and revised rates of allowances (except Dearness Allowance/relief) with effect from 01.09.2008;
- (ii) Fitment in pay bands would be based on the multiplication factor of 1.86 instead of 1.74 recommended by Sixth Central Pay Commission;
- (iii) Payment of 40% of arrears in cash in the year 2008-09 and the remaining 60% in the year 2009-10;
- (iv) Increase in the rate of annual increment from 2.5% to 3%;
- (v) Grant of scale of Army Commanders (Rs 80,000-fixed) on non-functional basis to those Lt. Generals who are fit for promotion as Army Commanders, but overlooked due to lack of residual service of 2 years;
- (vi) In case of existing Major General/Lt. General, Military Service Pay (MSP) to be taken into account notionally for fixation of pay on 1.1.2006 with actual benefits being admissible prospectively;

- (vii) Grade pay of Major General/equivalent will be Rs. 10,000 and Lt. General/equivalent Rs. 12,000.
  - (viii) Placement of Colonel/equivalent and Brigadier/equivalent in the revised Pay Band-4 of Rs. 37400 - 67000;
  - (ix) Enhanced grade pay of middle level officers (from Capt./equivalent to Brig./equivalent) as suggested by Defence Services.
  - (x) Removal of Campus restriction for grant of Transport Allowance;
  - (xi) Grade pay to determine seniority of posts only within a cadre's hierarchy and not between various cadres;
  - (xii) The rates of Special Forces Allowance for Army and Air Force to be equated with Navy's Marine Commando Allowance.
2. The recommendation of the Sixth CPC relating to lateral shift of Defence Personnel to Central Para Military Forces would be examined separately.
3. Government have not accepted the recommendations of Sixth CPC regarding following issues:-
- (a) Liberal 'severance package' for employees who want to leave service without pension with more than 15 years but less than 20 years service
  - (b) There should only be three closed holidays for Government employees.
  - (c) Flexi-hours for women employees and flexi-weeks for employees with disabilities.
4. General principles of fixation of initial pay in the revised pay structure as on 1.1.2006, fixation of pay of employees recruited on or after 1.1.2006, rate of increment in the revised pay structure and date of increment will be as in the Government of India Notification No. GSR 622(E) dated 29<sup>th</sup> August, 2008.
5. The decisions taken by the Government accordingly on various recommendations of the Commission in respect of officers of Armed Forces are indicated in the statement at Annexure-I to this resolution. The existing pay scales of Officers of the Armed Forces are indicated in the Statement at Annexure-II.

[No. 1(30)/2008/D (Pay/Services)]

AJAY TIRKEY, Jt. Secy.

STATEMENT SHOWING THE RECOMMENDATIONS OF THE VI CENTRAL PAY COMMISSION RELATED TO OFFICERS OF THE ARMED FORCES AND GOVERNMENT DECISION THEREON (FIGURES REFERRED IN PARENTHESIS PERTAINS TO CHAPTER AND PARAGRAPH OF THE PAY COMMISSION REPORT)

Sl.No.	Recommendations of the VI CPC	Decision of the Government
1.	<p><b><u>Fitment in Pay Bands</u></b></p> <p>The Sixth CPC has recommended fitment in the pay band in the following manner :-</p> <p>'The basic pay drawn as on 1.1.2006 on the existing Fifth CPC pay scales along with dearness allowance at the rate of 74% (which would have been payable on the Fifth CPC pay scales had merger of 50% dearness allowance as dearness pay not been allowed w.e.f. 1.4.2004) have been totaled and then rounded off to next multiple of 10. This has been taken as the pay in the revised running pay band.' (Para No.2.2.21)</p>	<p>Accepted subject to the following modifications:-</p> <p>Fitment in pay bands based on a multiplication factor of 1.86 (i.e. Pay+DP+DA of 24% as on 1.1.2006) instead of 1.74.</p>
2.	<p><b><u>Military Service Pay</u></b></p> <p>The Military Service Pay (MSP) will be extended to all the posts in the Defence Forces up to the level of Brigadier/ equivalent. MSP being a new element, no arrears shall be paid on this account. It will however, be considered for purposes of fixation of pay and pension (Para No. 2.3.12).</p> <p>The Military Service Pay shall count as pay for all purposes except for computing the annual increment(s). However, status of the Defence Forces officers would be determined by the grade pay attached to their post as is the case with civilians (Para No. 2.3.13)</p>	<p>Accepted subject to the following modifications:-</p> <p>In the case of existing Major Generals and Lt. Generals, MSP could be taken into account notionally for fixation of pay on 1.1.2006 with actual arrears being admissible prospectively.</p>

3.	<p><b><u>Recommendations regarding pay scales of Defence Forces officers</u></b></p> <p>The Commission recommends following pay scales for Service Officers in the Defence Forces:-</p> <p style="text-align: center;">(in Rs.)</p> <table border="1" data-bbox="247 257 853 593"> <thead> <tr> <th>Post</th> <th>Pay Band</th> <th>Grade Pay</th> <th>Military Service Pay #</th> </tr> </thead> <tbody> <tr><td>Lieutenant/ equ.</td><td>15600-39100</td><td>5400</td><td>6000</td></tr> <tr><td>Captain/ equ.</td><td>15600-39100</td><td>5700</td><td>6000</td></tr> <tr><td>Major/ equ.</td><td>15600-39100</td><td>6100</td><td>6000</td></tr> <tr><td>Lt. Colonel/ equ.</td><td>15600-39100</td><td>6600</td><td>6000</td></tr> <tr><td>Colonel/ equ.</td><td>15600-39100</td><td>7600</td><td>6000</td></tr> <tr><td>Brigadier/ equ.</td><td>15600-39100</td><td>8400</td><td>6000</td></tr> <tr><td>Major General/ equ.</td><td>39200-67000</td><td>9000</td><td>Nil*</td></tr> <tr><td>Lt. General/ equ.</td><td>39200-67000</td><td>11000</td><td>Nil</td></tr> <tr><td>Vice Chiefs and Army Commander/equ.</td><td>80000 (Fixed)</td><td>Nil</td><td>Nil</td></tr> <tr><td>Service Chiefs</td><td>90000 (Fixed)</td><td>Nil</td><td>Nil</td></tr> </tbody> </table> <p># No arrears on account of Military Service Pay shall be payable.</p> <p>* The element of Military Service Pay shall be taken in account for purposes of fitment at the time of promotion from Brigadier/equivalent to Major General/equivalent (Para No. 2.3.14).</p>	Post	Pay Band	Grade Pay	Military Service Pay #	Lieutenant/ equ.	15600-39100	5400	6000	Captain/ equ.	15600-39100	5700	6000	Major/ equ.	15600-39100	6100	6000	Lt. Colonel/ equ.	15600-39100	6600	6000	Colonel/ equ.	15600-39100	7600	6000	Brigadier/ equ.	15600-39100	8400	6000	Major General/ equ.	39200-67000	9000	Nil*	Lt. General/ equ.	39200-67000	11000	Nil	Vice Chiefs and Army Commander/equ.	80000 (Fixed)	Nil	Nil	Service Chiefs	90000 (Fixed)	Nil	Nil	<p>Accepted subject to the following modifications:</p> <p style="text-align: center;">(in Rs.)</p> <table border="1" data-bbox="885 235 1428 616"> <thead> <tr> <th>Post</th> <th>Pay Band</th> <th>Grade Pay</th> <th>Military Service Pay #</th> </tr> </thead> <tbody> <tr><td>Lieutenant/ equ.</td><td>15600-39100</td><td>5400</td><td>6000</td></tr> <tr><td>Captain/ equ.</td><td>15600-39100</td><td>6100</td><td>6000</td></tr> <tr><td>Major/ equ.</td><td>15600-39100</td><td>6600</td><td>6000</td></tr> <tr><td>Lt. Colonel/ equ.</td><td>15600-39100</td><td>7600</td><td>6000</td></tr> <tr><td>Colonel/ equ.</td><td>37400-67000</td><td>8700</td><td>6000</td></tr> <tr><td>Brigadier/ equ.</td><td>37400-67000</td><td>8900</td><td>6000</td></tr> <tr><td>Major General/ equ.</td><td>37400-67000</td><td>10000</td><td>Nil*</td></tr> <tr><td>Lt. General/ equ.</td><td>37400-67000</td><td>12000</td><td>Nil</td></tr> <tr><td>Vice Chiefs and Army Commander/equ.</td><td>80000 (Fixed)</td><td>Nil</td><td>Nil</td></tr> <tr><td>Service Chiefs</td><td>90000 (Fixed)</td><td>Nil</td><td>Nil</td></tr> </tbody> </table> <p># No arrears on account of Military Service Pay shall be payable.</p> <p>* The element of Military Service Pay shall be taken in account for purposes of fitment at the time of promotion from Brigadier/equivalent to Major General/equivalent</p> <p>(i) Colonels and Brigadiers to be placed in the revised Pay Band-4.</p> <p>(ii) Pay Band-4 to be modified to Rs 37400-67000.</p>	Post	Pay Band	Grade Pay	Military Service Pay #	Lieutenant/ equ.	15600-39100	5400	6000	Captain/ equ.	15600-39100	6100	6000	Major/ equ.	15600-39100	6600	6000	Lt. Colonel/ equ.	15600-39100	7600	6000	Colonel/ equ.	37400-67000	8700	6000	Brigadier/ equ.	37400-67000	8900	6000	Major General/ equ.	37400-67000	10000	Nil*	Lt. General/ equ.	37400-67000	12000	Nil	Vice Chiefs and Army Commander/equ.	80000 (Fixed)	Nil	Nil	Service Chiefs	90000 (Fixed)	Nil	Nil
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4.	<p><b><u>Pay of Principal Staff Officers/ Director General (AFMS)</u></b></p> <p>In view of the fact that PSO's are posted at service headquarters and upgradation of the pay scale of PSO's who draw the same pay scale as Corps Commanders, who are in the field would affect the relativity between field and peace assignments, the Commission does not recommend upgradation of the pay scale of PSO's (Para No. 2.3.15).</p>	<p>Accepted.</p>																																																																																								

5.	<p><u>Pay scale of Director General (AFMS)</u></p> <p>The Commission recommends placement of the post of Director General (AFMS) in the Apex Scale of Rs.80,000 (fixed) corresponding to the pre-revised pay scale of Rs.26,000 (fixed). (Para No. 2.3.16).</p>	Accepted.																																								
6.	<p><u>Higher pay on personal basis to officers not promoted due to short tenure/ promotion on nonfunctional basis</u></p> <p>The Commission recommends that the Government should consider the demand for grant of higher pay band and grade pay on non-functional basis to the Defence Forces officers who are not promoted due to short tenure. This nonfunctional upgradation, if allowed, will not count for other benefits like increase in tenure, etc. (Para No. 2.3.17).</p>	<p>Accepted subject to the following modifications:-</p> <p>Grant of the scale of Army Commanders (Rs 80000- fixed) on non-functional basis to those Lt. Generals who are fit for promotion as Army Commanders, but overlooked due to lack of residual service of 2 years.</p>																																								
7.	<p><u>Starting pay for AMC officers</u></p> <p>The Commission recommends that Lieutenant of the Army Medical Corps, Army Dental Corps, Remount and Veterinary Corps should be given a start that is 7.5% higher than the minimum of the pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400 attached to the post of Lieutenant. Similarly, Captains in the Army Medical Corps should be given the entry pay that is 10% higher than the minimum of pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5700 attached to the post of Captain (Para No. 2.3.18).</p>	Accepted subject to the revision of grade pay attached to the post of Captain from Rs 5700 to 6100.																																								
8.	<p><u>Recommendations regarding pay scales MNS Officers</u></p> <p>The Commission is of the view that no differential in salary of officers belonging to the Services or MNS is justified and that the pay band and grade pay of similarly designated posts in Service Officers cadre and MNS cadre should be same. The rates of MSP would however need to be kept suitably lower keeping in view the fact that MNS officers are not primarily meant for combat duties. The Commission, accordingly, recommends the following pay structure for MNS officers:-</p> <p style="text-align: right;">(in Rs.)</p> <table border="1" data-bbox="363 904 890 999"> <thead> <tr> <th>Post</th> <th>Pay Band</th> <th>Grade Pay</th> <th>Military Service Pay #</th> </tr> </thead> <tbody> <tr> <td>Lieutenant/eq.</td> <td>15600-39100</td> <td>5400</td> <td>4200</td> </tr> <tr> <td>Captain/ eq.</td> <td>15600-39100</td> <td>5700</td> <td>4200</td> </tr> </tbody> </table>	Post	Pay Band	Grade Pay	Military Service Pay #	Lieutenant/eq.	15600-39100	5400	4200	Captain/ eq.	15600-39100	5700	4200	<p>Accepted with modifications as under:</p> <p style="text-align: right;">(in Rs.)</p> <table border="1" data-bbox="943 792 1423 999"> <thead> <tr> <th>Post</th> <th>Pay Band</th> <th>Grade Pay</th> <th>Military Service Pay #</th> </tr> </thead> <tbody> <tr> <td>Lieutenant/eq.</td> <td>15600-39100</td> <td>5400</td> <td>4200</td> </tr> <tr> <td>Captain/ eq.</td> <td>15600-39100</td> <td>5700</td> <td>4200</td> </tr> <tr> <td>Major/ eq.</td> <td>15600-39100</td> <td>6100</td> <td>4200</td> </tr> <tr> <td>Lt. Colonel/eq.</td> <td>15600-39100</td> <td>6600</td> <td>4200</td> </tr> <tr> <td>Colonel/ eq.</td> <td>37400-67000</td> <td>7600</td> <td>4200</td> </tr> <tr> <td>Briadier/ eq.</td> <td>37400-67000</td> <td>8400</td> <td>4200</td> </tr> </tbody> </table>	Post	Pay Band	Grade Pay	Military Service Pay #	Lieutenant/eq.	15600-39100	5400	4200	Captain/ eq.	15600-39100	5700	4200	Major/ eq.	15600-39100	6100	4200	Lt. Colonel/eq.	15600-39100	6600	4200	Colonel/ eq.	37400-67000	7600	4200	Briadier/ eq.	37400-67000	8400	4200
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	<p># No arrears on account of Military Service Pay shall be payable.</p> <p>* The element of Military Service Pay shall be taken in account for purposes of fitment at the time of promotion from Brigadier/ equivalent to Major General/ equivalent. (Para No. 2.3.20)</p>				<p># No arrears on account of Military Service Pay shall be payable.</p> <p>* The element of Military Service Pay shall be taken in account for purposes of fitment at the time of promotion from Brigadier/ equivalent to Major General/ equivalent</p>			
9.	<p><u>Pay fixation &amp; Career progression of MNS Officers</u></p> <p>The Commission recommends that benefit of pay fixation (equal to 2.5% of pay) on par with all other categories of employees be allowed to the officers of MNS cadre at the time of their promotion. The scheme of time bound promotions upto the level of Lieutenant Colonel, already available to the Service Officers; should be extended to MNS officers as well (Para No. 2.3.21).</p>				<p>Accepted subject to revision of benefit of pay fixation would be equal to 3% of pay.</p>			
10.	<p><u>MNS (Local)</u></p> <p>It is recommended that all officers belonging to MNS (Local) cadre should be placed in the pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400 and MSP of Rs.4200. They will be eligible for two non-functional financial upgradations as at present on completion of stipulated years of service (Para No. 2.3.22).</p>				<p>Accepted.</p>			
11.	<p><u>Pay scale of Honorary Lieutenant and Captain</u></p> <p>The Commission recommends that the Junior Commissioned Officers on their promotion as Honorary Lieutenant or Honorary Captain shall be placed in the pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400 in case of appointment as Honorary Lieutenant and Rs.5700 in case of appointment as Honorary Captain. Simultaneously, they will be paid Military Service Pay of Rs.6000 on par with that payable to all the Commissioned officers. In consonance with the uniform rules of pay fixation proposed to be followed in the recommended pay bands, they shall be entitled to the benefit of one increment at the time of promotion as Honorary Lieutenant or Honorary Captain (Para No. 2.3.30).</p>				<p>Accepted subject to modification of grade pay of Honorary Captain as Rs. 5700.</p>			

Allowances ,concessions & benefits and conditions of service of Defence Forces personnel

Sl.No.	Recommendations of VI CPC	Decision of the Government
1.	<p><u>Allowances common to Civilians and Defence Forces personnel</u></p> <p>Insofar as the allowances common to civilian and Defence Forces personnel are concerned, the recommendations made by the Commission in Chapters 4.1 &amp; 4.2 on Dearness Allowance, City Compensatory Allowance, Transport Allowance, Children's Education Allowance, Conveyance Allowance, Non-Practicing Allowance, will apply equally to Defence Forces personnel (Para No. 4.10.5).</p> <p>In addition to the allowances mentioned above, the following compensatory allowances are admissible to Defence Forces personnel on terms and conditions as are applicable to civilian employees. However, if field service concessions are admissible in such areas, the Defence Forces personnel have the option of receiving the higher of the two allowances.</p> <p style="padding-left: 40px;">Special Compensatory (Hill Area) Allowance Special Compensatory (Remote Locality) Allowance Island Special Duty Allowance Project Allowance Hard Area Allowance Special Compensatory (Bad Climate) Allowance (Para No.4.10.6)</p> <p>The revised rates recommended in regard to the above allowances for civilian employees in the relevant chapter will also apply in the case of Defence Force personnel. It has been brought out by the Defence Forces that in certain remote locations where there are no Central Government establishments other than defence organizations, these allowances are not paid. It has been suggested that the Ministry competent to declare areas as remote should consider even these locations so as to make them eligible for compensatory allowances as applicable. Further, areas in which Defence Forces have to provide relief and rescue during disasters and calamities should be declared hard areas automatically and Hard Area Allowance should be granted. (Para No.4.10.7).</p>	<p>Accepted subject to the following modification :-</p> <p>Increase in Transport Allowance at the lowest level to Rs 600 (from Rs 400 in A-1/A class cities) and Rs 400 (from Rs 300 in other cities).</p>



	<p>The Commission is unable to agree to the demand related to declaration of areas affected by natural disasters and calamities as hard areas because of its repercussions on other Central Government and State Government employees.</p> <p>The Commission recommends that the Central Government may issue instructions to State Governments to also consider the difficulties in areas where only Defence Forces establishments are situated for the purpose of determining whether such areas qualify for grant of compensatory allowances. (Para No. 4.10.8).</p>	
2.	<p><u>Deputation (Duty) Allowance</u></p> <p>Defence Forces personnel may be given an option to either (a) draw 50% of deputation duty allowance along with service concessions or (b) draw 100% of deputation allowance but forego the service concessions. However, no change is recommended for officers posted to the DRDO and Assam Rifles as these postings are not out of the regular line of postings for Service Officers. As far as the demand for deputation to posts on the basis of equivalent pay rather than rank is concerned, the problem would automatically be resolved in the revised pay structure recommended by this Commission as equivalent grade pay for analogous ranks of civilian and defence personnel has been recommended which should govern deputations to civilian organizations in future. ( Para No. 4.10.10)</p>	Accepted
3.	<p><u>House Rent Allowance</u></p> <p>The Commission recommends that House Rent Allowance may be granted under the existing terms and conditions to Defence officers at the same rate as for civilians. For the purpose of computation of HRA, the existing basic pay plus grade pay and the military service pay shall be taken into account. Ministry of Defence may take action to revise the rental ceilings from time to time keeping in view the market situation. ( Para No. 4.10.15)</p>	Accepted.
4.	<p><u>Bhutan Compensatory Allowance</u></p> <p>The existing position seems to be reasonable and the Commission is of the view that no further change is warranted. ( Para No. 4.10.16)</p>	Accepted

5.	<p><u>Educational concession to children of missing/disabled/killed in action</u></p> <p>The Commission recommends the following revised rates:-</p> <table border="1" data-bbox="387 293 1123 472"> <tr> <td>Tuition Fees</td> <td>Full reimbursement</td> </tr> <tr> <td>Hostel Charges</td> <td>Full reimbursement</td> </tr> <tr> <td>Cost of books/stationery</td> <td>Rs.1000/- p.a.</td> </tr> <tr> <td>Cost of uniform</td> <td>Rs.1700/- (1<sup>st</sup> Year) Rs.700/- p.a.(subsequent year)</td> </tr> <tr> <td>Clothing</td> <td>Rs.500/- (1<sup>st</sup> Year) Rs.300/- p.a.(subsequent year)</td> </tr> </table> <p>( Para No. 4.10.18)</p>	Tuition Fees	Full reimbursement	Hostel Charges	Full reimbursement	Cost of books/stationery	Rs.1000/- p.a.	Cost of uniform	Rs.1700/- (1 <sup>st</sup> Year) Rs.700/- p.a.(subsequent year)	Clothing	Rs.500/- (1 <sup>st</sup> Year) Rs.300/- p.a.(subsequent year)	Accepted
Tuition Fees	Full reimbursement											
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Clothing	Rs.500/- (1 <sup>st</sup> Year) Rs.300/- p.a.(subsequent year)											
6.	<p><u>Instructional Allowance</u></p> <p>In view of the fact that postings as Instructor are normally prestigious peace postings and a large hike in the allowance would disturb the relativity vis-a-vis the allowances granted in field areas, the commission recommends that the rate of the allowance may be doubled. ( Para No. 4.10.20)</p>	Accepted										
7.	<p><u>Army Medical Corps (AMC), Army Dental Corps (ADC) and Remount and Veterinary Corps(RVC) Officers</u></p> <p><u>Specialist Allowance</u></p> <p>The Commission, in line with its general approach on allowances and keeping in view the fact that non-practicing allowance is also payable to Doctors, recommends that the rate of the existing allowance may be doubled. ( Para No. 4.10.22)</p> <p><u>Post Graduate Allowance</u></p> <p>The Commission recommends that the rate of this allowance may also be doubled. ( Para No. 4.10.22)</p>	Accepted (Reckoning of Dearness Allowance (DA) on Non-Practicing Allowance (NPA) as on 1.1.2006 for fixing the pay of Medical Doctors in revised pay bands.)										

8.	<p><u>Language Award/Allowance</u></p> <p>Keeping in view the onerous nature of duties involved and the fact that continuance of this allowance is subject to the recipient clearing the proficiency test every year, a higher rate of increase is considered justified in their case. Accordingly, the rates of these awards and allowances may be increased three times. ( Para No. 4.10.23)</p>	Accepted
9.	<p><u>Flying Allowance, Submarine Allowance, Slachen Allowance</u></p> <p>As in the case of other allowances, it is recommended that the rates of these allowances may be doubled. This will also apply in the case of MARCOS and Chariot Allowance which is granted to marine commandos at rates equal to Submarine Allowance. Insofar as the other demands made by the Defence Forces are concerned, the following are recommended: -</p> <p>a) Flying Allowance may be granted to the Chief Petty Officer at the same rates as Junior Warrant Officer of the Air Force.</p> <p>b) Extension of Navy and Indian Air Force eligibility conditions to the Army Aviation Pilots making them eligible for grant of the Flying Allowance as long as they continue to be borne in the Aviation Cadre may be done.</p> <p>c) As regards exemption of risk related allowances from income tax, the Commission is of view that it is for the Government to consider the matter taking into account all relevant factors. ( Para No. 4.10.26)</p>	Accepted.
10.	<p><u>Test Pilot Allowance</u></p> <p>The Commission recommends that the existing rates of Test Pilot Allowance may be doubled and it should be extended to the air crew of aerobatic teams. ( Para No. 4.10.27)</p>	Accepted
11.	<p><u>Submarine Duty Allowance</u></p> <p>The Commission recommends that the existing rates may be enhanced to Rs.90 per day for officers and Rs.30 per day for PBORs. ( Para No. 4.10.28)</p>	Accepted.

12.	<u>Diving Allowance, Dip Money and Attendant Allowance</u>	Accepted
	The Commission recommends that the existing rates of Diving Allowance and Dip Money may be doubled. The requirement for diving in the case of Army and Air Force personnel may be occasional and it would be unfair to compensate them continuously for their limited instances of diving. However, they should be paid Dip Money and Diving Allowance on pro rata basis as and when they are required to dive. ( Para No. 4.10.29)	
13.	<u>Special Forces Allowance</u>	The rates of Special Forces Allowance for Army and Air Force to be equated with Navy's Marine Commando Allowance.
	The Special Forces of the Army and Air Force are granted an allowance which ranges from Rs 1000 per month for Sepoys, Naiks and equivalent to Rs 2600 per month for Lt. Col and above. The Defence Forces have demanded grant of this allowance at rates admissible to MARCOS and Charioteers who are special forces of the Navy and are in receipt of a MARCOS allowance at rates similar to Submarine Allowance on the ground that Special Forces of Army and Air Force are also elite forces with comparable standards in regard to selection and training. The Commission observes that at present the rates of the Special Forces Allowance, the Field Area Allowance and Counter Insurgency (Ops) Allowance in peace areas are the same. Disturbance of this parity by granting a higher increase to Special Forces Allowance will generate demands for similar increase in the rates of these allowances. The Commission, therefore, recommends that the rates of Special Forces Allowance may be doubled. ( Para No. 4.10.30)	
14.	<u>Para Jump Instructor Allowance and Free Fall Jump Instructor Allowance</u>	Accepted
	The Commission recommends that the existing rates be doubled without any change in the existing conditions of grant. ( Para No. 4.10.31)	
15.	<u>Para Allowance and Para Reserve Allowance</u>	Accepted
	The Commission, while recommending that the rates of these allowances may be doubled, does not find justification for extending the allowance to Naval and Air Force personnel as they are not similarly placed. ( Para No. 4.10.33)	

16.	<p><u><i>Highly Active Field Area Allowance and Counter Insurgency Operations Allowance</i></u></p> <p>The Commission has observed that the existing categorization of these allowances has established an equation in the rates of Counter Insurgency Operations Allowance in peace areas with the field area allowance. This equation appears to be quite rational and well thought out. In the circumstances, the Commission does not recommend any change in the categorization. The existing rates of the field area allowances and the CI Ops allowance may, however, be doubled. As far as the extension of CI Ops allowance to Naval personnel is concerned, the suggestion for grant of the allowance based on specific orders of the Government may be accepted with conditions for eligibility being same as for grant of Sea Going/Sea Duty Allowance. ( Para No. 4.10.36)</p>	Accepted.
17.	<p><u><i>High Altitude Allowance</i></u></p> <p>In line with its general approach on allowances, the Commission recommends doubling of the existing rates of High Altitude Allowance. As regards the demand for a High Altitude Allowance in certain areas at 80% of the rates of Siachen Allowance, the Commission observes that Government has already granted this allowance in July, 2007. Taking note of the rates recommended for this allowance, the Commission recommends that 80% of the revised Siachen Allowance shall be granted in these areas in future. ( Para No. 4.10.39)</p>	Accepted
18.	<p><u><i>Sea Going/Sea Duty Allowance</i></u></p> <p>The Commission recommends that retaining the relativity with the field area allowance, the existing rates of the Sea Going/Sea Duty Allowance may be doubled. The commission has also noted that the genesis of the Sea Going/Sea Duty Allowance is separation from the family. As such, it is of the view that the condition of 12 hours a day is reasonable and does not warrant any change. ( Para No. 4.10.40)</p>	Accepted
19.	<p><u><i>Hardship Money</i></u></p> <p>In line with its general approach, the Commission recommends that the existing rates shall be doubled. (Para No. 4.10.42).</p>	Accepted

20.	<u>Official Hospitality Grant</u> The Commission recommends that the rates of the allowance shall be doubled without extension to any new category. ( Para No. 4.10.43)	Accepted
21.	<u>Technical Allowance and Professional Allowance</u> In line with the approach followed for allowances, the Commission recommends that the existing rates of the allowance shall be doubled. The Commission is, however, unable to recommend extension of this allowance to all officers who undergo such courses as obtaining the qualification does not bear a direct relationship with duties in their case. The Defence Forces have also proposed that non-technical officers who attain higher qualifications and higher levels of competence should be compensated by grant of Professional Allowance at Tier-I and II rates applicable to technical officers based on the sensitivity and importance of the qualifications achieved. The Commission is unable to find adequate justification for the same. (Para No. 4.10.44).	Accepted
22.	<u>Qualification Grant</u> The Commission recommends that the existing rates of the Qualification Grant may be doubled but is unable to recommend extension to Medical Officers as they are granted a Specialist Allowance or a PG Allowance on acquiring higher qualifications. ( Para No. 4.10.51)	Accepted
23.	<u>Qualification Allowance</u> The Commission recommends doubling of the rates of the allowance. ( Para No. 4.10.52)	Accepted
24.	<u>Judge Advocate General Department Examination Rewards</u> The Commission recommends that the rate of this award may be doubled. (Para No. 4.10.54).	Accepted

25	<p><u>Uniform related allowances (Officers)</u></p> <p>The Commission recommends the following revised rates of the allowance:-</p> <table border="1" data-bbox="383 268 1101 515"> <thead> <tr> <th>Allowance</th> <th>Service</th> <th>Rate(Rs.)</th> </tr> </thead> <tbody> <tr> <td>One time kit</td> <td>Army, IAF</td> <td>14000(initial grant) 3000(every 3 years)</td> </tr> <tr> <td>One time kit</td> <td>Navy</td> <td>16000(initial grant) 5000(every 3 years)</td> </tr> <tr> <td>One time kit</td> <td>MNS officers</td> <td>7000 (initial grant) 1500(every 3 years)</td> </tr> <tr> <td>Distinctive uniform</td> <td>MNS officers</td> <td>400</td> </tr> <tr> <td>Kit Maintenance</td> <td>All three services</td> <td>400 per month</td> </tr> <tr> <td>Kit Maintenance</td> <td>MNS officers</td> <td>400 per month</td> </tr> </tbody> </table> <p>It is further recommended that the rates of uniform allowance granted to officers shall be increased by 25% each time the Dearness Allowance on revised pay bands goes up by 50%. ( Para No. 4.10.57 &amp; Para No. 4.10.58)</p>	Allowance	Service	Rate(Rs.)	One time kit	Army, IAF	14000(initial grant) 3000(every 3 years)	One time kit	Navy	16000(initial grant) 5000(every 3 years)	One time kit	MNS officers	7000 (initial grant) 1500(every 3 years)	Distinctive uniform	MNS officers	400	Kit Maintenance	All three services	400 per month	Kit Maintenance	MNS officers	400 per month	Accepted
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26.	<p><u>Funeral Allowance</u></p> <p>The Commission, however, recommends that the rate of funeral allowance shall be enhanced to Rs.4000. ( Para No. 4.10.68)</p>	Accepted																					
27.	<p><u>Hydrographic Survey Allowance</u></p> <p>The Commission recommends that the existing rates shall be doubled, (Para No. 4.10.73)</p>	Accepted																					
28.	<p><u>Free ceiling for electricity</u></p> <p>The existing provisions are adequate. The Commission does not recommend any change in the existing position. ( Para No. 4.10.78)</p>	Accepted																					

29.	<p><u>Travel related entitlements</u></p> <p>The following are recommended: -</p> <p>(i) Travel by fastest means including air shall be authorized for onward and return journeys to dependents of deceased Defence Forces personnel for conducting customary social rites.</p> <p>(ii) The authorized class of travel for hospital admission shall be the same as that authorized for official tours.</p> <p>(iii) Conveyance granted to two relatives of battle casualties at Government expense to meet service personnel admitted in a military hospital is presently limited to the rank of Lieutenant Colonels and equivalent only. Provisions of this rule should be extended to all defence personnel irrespective of rank. (Para No. 4.10.86).</p>	Accepted
30.	<p><u>Hardship allowance, Assessors allowance, UAV crew allowance</u></p> <p>The Commission, after examining the rationale given in regard to these allowances, could not find adequate justification for their introduction. . (Para No. 4.10.87)</p>	Accepted
31.	<p><u>Leave Travel Concession</u></p> <p>The Commission does not recommend any change in this provision except that where the children are staying in hostels; they may be permitted to visit parents on LTC. The Commission also does not recommend any increase or any change in the entitlement of Form D (Para No. 4.10.90).</p>	Accepted.
32.	<p><u>Acting promotion</u></p> <p>It is recommended that the condition of holding the higher rank for a fixed number of consecutive days before the acting rank is paid, should be removed. . (Para No. 4.10.94)</p>	Accepted



33.	<p><u>Conditions of service Officers during training period</u></p> <p>The Commission does not recommend any change in the present provisions related to training academies. (Para No. 4.10.97)</p>	Accepted
34.	<p><u>Leave entitlements</u></p> <p>It is recommended that the quantum of encashment of leave for Defence Forces personnel should be delinked from the numbers of years of service and all Defence Forces personnel shall be allowed encashment of leave of upto 300 days. The relaxation made in the case of civilian employees in regard to encashment of leave during LTC and the ceiling for leave encashment shall also apply to Defence Forces personnel. The demand for extending the provisions of accumulation, commutation and encashment applicable to half pay leave to Furlough cannot, however, be accepted as it would introduce a distinction between the nature of the leave permitted to be encashed by officers and PBORs. The Commission, therefore, does not recommend encashment of Furlough. (Para No. 4.10.102).</p>	Accepted
35.	<p><u>Sick Leave</u></p> <p>It has been proposed to grant full pay to officers during the entire period of sick leave irrespective of duration, provided the sickness/hospitalization is attributable/aggravated due to service conditions.</p> <p>The Commission recommends that the entire period of hospitalization should be covered by grant of full pay and allowances. (Para No. 4.10.103).</p> <p><u>Maternity Leave</u></p> <p>A similar provision should be followed in the case of women officers of the Defence Forces and they should be granted maternity leave for 180 days for each confinement subject to a maximum of two children. (Para No. 4.10.103).</p>	Accepted.            Accepted.

36.	<p><u>House Building Advance and Conveyance Advance</u></p> <p>In consonance with these recommendations made for civilian employees, the Commission recommends that Defence Forces personnel may also be provided the subsidy in the interest rates for availing of these loans from Public Sector Banks subject to the same limits as have been laid down for civilian employees. (Para No. 4.10.104).</p>	Accepted
37.	<p><u>Encashment of leave of Territorial Army personnel</u></p> <p>The Commission recommends that parity be maintained in the provisions related to leave encashment between Territorial Army personnel and regular Army personnel. (Para No. 4.10.107).</p>	Accepted
38.	<p><u>Future revision of allowances</u></p> <p>As far as future revision of allowances is concerned, revision as specified elsewhere may be done in respect of allowances common to civilians and Defence Forces. In the case of allowances specific to Defence Forces, the rate of these allowances should be enhanced by 25% automatically each time the dearness allowance payable on the revised pay band goes up by 50 %. (Para No. 4.10.108).</p>	Accepted
39.	<p><u>General recommendation on allowances</u></p> <p>The Commission recommends that the MoD and Service Headquarters may devise a PRI Scheme subsuming those of the allowances which can form part of PRIS (Para no. 4.10.109).</p>	Accepted

**ANNEXURE-II****EXISTING PAY SCALES OF ARMY OFFICERS (OTHER THAN MNS)  
AND THEIR EQUIVALENTS IN NAVY AND AIRFORCE**

(in Rs.)

Post	Pay Scale	Rank Pay
Lieutenant/ equ.	8250-300-10050	-
Captain/ equ.	9600-300-11400	400
Major/ equ.	11600-325-14850	1200
Lt. Colonel/ equ.	13500-400-17100	1600
Colonel/ equ.	15100-450-17350	2000
Brigadier/ equ.	16700-450-18050	2400
Major General/ equ.	18400-500-22400	-
Lt. General/ equ.	22400-525-24500	-
Vice Chiefs and Army Commander/equ.	26000 (Fixed)	-
Service Chiefs	30000 (Fixed)	-

**EXISTING PAY SCALE OF DIRECTOR GENERAL (ARMED FORCE  
MEDICAL SERVICE) (DGAFMS)**

(in Rs.)

Post	Pay Scale
DGAFMS	24050-650-26000

**EXISTING PAY SCALES OF MNS OFFICERS**

(in Rs.)

Post	Pay Scale
Lieutenant/ equ.	8000-300-9500
Captain/ equ.	9400-300-12100
Major/ equ.	11200-300-14800
Lt. Colonel/ equ.	12800-300-15200
Colonel/ equ.	13400-300-15500
Brigadier/ equ.	14700-300-16200
Major General/ equ.	16400-450-20000

संकल्प

नई दिल्ली, 30 अगस्त, 2008

सं. 2(अ).—भारत सरकार ने 5 अक्टूबर 2006 के संकल्प संख्या 5/2/2006-ई-III

(ए) के तहत छठे केन्द्रीय वेतन आयोग का गठन किया था जिसे 7 दिसम्बर 2006 के संकल्प संख्या 5/2/2006-ई-III (ए) और 8 अगस्त, 2007 के संकल्प 5/2/2006-ई-III (ए) के तहत संशोधित किया गया था। इस रिपोर्ट में अन्य बातों के साथ-साथ सशस्त्र सेनाओं के कार्मिकों की परिलब्धियों की संरचना, भत्तों और सेवा की स्थितियों से संबंधित मामलों को शामिल किया गया है। सरकार ने सशस्त्र सेनाओं के अफसर रैंक से नीचे के रैंक के कार्मिकों के संबंध में इन मामलों से संबंधित आयोग की सिफारिशों पर अच्छी तरह से विचार किया है और यह निर्णय लिया है कि रक्षा कार्मिकों की इन श्रेणियों से संबंधित उपर्युक्त मामलों पर

## RESOLUTION

New Delhi, the 30th August, 2008

**No. 2(E).**—The Sixth Central Pay Commission (CPC) was set up by the Government of India by resolution No. 5/2/2006-E III (A) dated 5<sup>th</sup> October, 2006 as amended by resolution No. 5/2/2006-E III (A) dated 7<sup>th</sup> December, 2006 and 5/2/2006-E III (A) dated 8<sup>th</sup> August, 2007. The Commission submitted its report on 24<sup>th</sup> March, 2008. The report covered among other things, matters relating to structure of emoluments, allowances and conditions of service of Armed Forces personnel. Government have given careful consideration to the recommendations of the Commission relating to these matters in respect of Personnel Below Officer Rank (PBOR) of the Armed Forces and have decided that the recommendations of the Commission on the matters aforementioned in respect of these categories of employees shall be accepted without any material change as a package with the modifications mentioned below:-

- (i) Implementation of the revised pay structure of pay bands and grade pay, as well as pension, with effect from 01.01.2006 and revised rates of allowances (except Dearness Allowance/relief) with effect from 01.09.2008;
- (ii) Fitment in pay bands based on multiplication factor of 1.86 instead of 1.74 recommended by the Sixth Central Pay Commission.
- (iii) Payment of 40% of arrears in cash in the year 2008-09 and the remaining 60% in the year 2009-10.
- (iv) Increase in the rate of annual increment from 2.5% to 3%;
- (v) Removal of Campus restriction for grant of Transport Allowance;
- (vi) Increase in Transport Allowance at the lowest level to Rs. 600 (from Rs. 400 in A-1/A class cities) and Rs. 400 (from Rs. 300 in other cities);
- (vii) Grade pay to determine seniority of posts only within a cadre's hierarchy and not between various cadres;

- (viii) Increase in Military Service Pay (MSP) of Personnel Below Officer Rank (PBORs) from Rs. 1000 to Rs. 2000 pm;
- (ix) Grant of 3 ACP upgradation after 8, 16 and 24 years of service to PBORs;
- (x) The rates of Special Forces Allowance for Army and Air Force to be equated with Navy's Marine Commando Allowance.
2. The recommendations of the Sixth Central Pay Commission relating to lateral shift of Defence Personnel to Central Para Military forces would be examined separately.
3. The Government have not accepted the recommendations of Sixth CPC regarding following issues:-
- (a) Liberal 'severance package' for employees who want to leave service without pension with more than 15 years but less than 20 years service.
- (b) There should only be three closed holidays for Government employees.
- (c) Flexi-hours for women employees and flexi-weeks for employees with disabilities.
4. General principles of fixation of initial pay in the revised pay structure as on 1.1.2006, fixation of pay of employees recruited on or after 1.1.2006, rate of increment in the revised pay structure and date of increment will be as in the Government of India Notification No. GSR 622(E) dated 29<sup>th</sup> August, 2008.
5. The decisions taken by the Government accordingly on various recommendations of the Commission in respect of PBORs of Armed Forces are indicated in the statement at Annexure-I. The existing pay scales of PBORs in Armed Forces are at Annexure-II.

[No. 1(31)/2008/D (Pay/Services)]

AJAY TIRKEY, Jr. Secy.

STATEMENT SHOWING THE RECOMMENDATIONS OF THE VI CENTRAL PAY COMMISSION RELATED TO PERSONNEL BELOW OFFICERS RANK (PBORs) OF THE ARMED FORCES AND GOVERNMENT DECISION THEREON (FIGURES REFERRED IN PARENTHESIS PERTAINS TO CHAPTER AND PARAGRAPH OF THE PAY COMMISSION REPORT)

Sl. No.	Recommendations of the VI CPC	Decision of the Government
1	<p>Fitment in the pay band : Sixth CPC has recommended fitment in the pay band in the following manner:-</p> <p>'The basic pay drawn as on 1.1.2006 on the existing Fifth CPC pay scales along with dearness allowance at the rate of 74% (which would have been payable on the Fifth CPC pay scales had merger of 50% dearness allowance as dearness pay not been allowed w.e.f. 1.4.2004) have been totaled and then rounded off to next multiple of 10. This has been taken as the pay in the revised running pay band.'</p> <p>(Para 2.2.21)</p> <p>The Staff Side, Defence Forces, Railways, Scientific organizations including Department of Space &amp; DEA have sought the multiplication factor of 1.86 for fixation in the revised pay bands on the ground that the employees were already drawing this on 1.1.2006.</p>	<p>Fitment in pay bands on multiplication factor of 1.86 instead of 1.74 recommended by CPC has been approved. This would also change the starting pay of PB-2 from Rs 8700/- to Rs 9300/-</p>

2	<u>Rate of increment</u> The rate of annual increments in all running pay bands is 2.5% of the total pay band (stage of fixation in the running pay band) and grade pay. (Para No.2.2.19 (viii))	Rate of increment will be 3% for all employees instead of 2.5%.
3	<u>Military Service Pay for PBORs</u> The Commission recommends that all PBORs may be paid Military Service Pay of Rs.1000 p.m. (Para No. 2.3.26).	Military Service Pay (MSP) for PBORs has been increased from Rs.1000/- recommended by CPC to Rs.2000/- without arrears.
4	<u>Relativity between trade groups X and Y</u> The Commission recommends X group pay of Rs.1400 for PBORs in the X group. No Y group pay shall be paid as X group pay is being paid to protect the existing edge of the PBORs in X group vis-à-vis those in Y group (Para No.2.3.27).	Accepted
5	<u>Recommendations regarding pay scales of PBORs</u> The following recommendations are made in respect of pay scales for PBORs:- i) Only two trade groups shall be retained for PBORs with the earlier trade groups Y and Z being merged. The personnel in the present trade group Z shall be placed in the same rank in trade group Y. ii) The pay bands and grade pay for same ranks in both the trade groups will be same. The personnel in trade group X will have a separate X Group Pay.	Accepted subject to the modifications as indicated in the table below:-

iii) The revised pay bands, grade pay, Military Service Pay and X Group Pay for Personnel Below Officer Ranks in trade groups X and Y shall be as under:-

**Army**

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay #	X Group Pay*
Sepoy	4860-20200	2000	1000	1400
Naik	4860-20200	2400	1000	1400
Havaldar	4860-20200	2800	1000	1400
Nb Sub	8700-34800	4200	1000	1400
Subedar	8700-34800	4600	1000	1400
Sub. Maj.	8700-34800	4800	1000	1400

# No arrears on account of Military Service Pay shall be payable.

\* X Group Pay is payable only to the PBORs in X Group.

**Air Force**

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay#	"X" Group Pay
AC/LAC	4860-20200	2000	1000	1400
Corporal	4860-20200	2400	1000	1400

**Army**

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay #	X Group Pay*
Sepoy	5200-20200	2000	2000	1400
Naik	5200-20200	2400	2000	1400
Havaldar	5200-20200	2800	2000	1400
Nb Sub	9300-34800	4200	2000	1400
Subedar	9300-34800	4600	2000	1400
Sub. Maj.	9300-34800	4800	2000	1400

# No arrears on account of Military Service Pay shall be payable.

\* X Group Pay is payable only to the PBORs in X Group.

**Air Force**

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay#	"X" Group Pay
AC/LAC	5200-20200	2000	2000	1400
Corporal	5200-20200	2400	2000	1400



Sergeant	4860-20200	2800	1000	1400
Jr. Warrant Officer	8700-34800	4200	1000	1400
Warrant Officer	8700-34800	4600	1000	1400
MWO	8700-34800	4800	1000	1400

# No arrears on account of Military Service Pay shall be payable.

\* X Group Pay is payable only to the PBORs in X Group.

**Navy -X Group**

(In Rs.)

PBORs (Existing Scales)	Recommen-ded Pay Band	Grade Pay	Military Service Pay#	"X" Group Pay*
Apprentice	4860-20200	2000	1000	1400
Artificer-V	4860-20200	2400	1000	1400
Artificer IV	4860-20200	2800	1000	1400
Artificer-III-I**	8700-34800	3400	1000	1400

Chief Artificer	8700-34800	4200	1000	1400
MCPO II	8700-34800	4600	1000	1400
MCPO I	8700-34800	4800	1000	1400

Sergeant	5200-20200	2800	2000	1400
Jr. Warrant Officer	9300-34800	4200	2000	1400
Warrant Officer	9300-34800	4600	2000	1400
MWO	9300-34800	4800	2000	1400

# No arrears on account of Military Service Pay shall be payable.

\* X Group Pay is payable only to the PBORs in X Group.

**Navy -X Group**

(In Rs.)

PBORs (Existing Scales)	Recommen-ded Pay Band	Grade Pay	Military Service Pay#	"X" Group Pay*
Apprentice	5200-20200	2000	2000	1400
Artificer-V	5200-20200	2400	2000	1400
Artificer IV	5200-20200	2800	2000	1400
Artificer-III-I**	9300-34800	3400	2000	1400

Chief Artificer	9300-34800	4200	2000	1400
MCPO II	9300-34800	4600	2000	1400
MCPO I	9300-34800	4800	2000	1400

# No arrears on account of Military Service Pay shall be payable.  
 \* X Group Pay is payable only to the PBORs in X Group.  
 \*\*Intermediate scale not available in the civilian side.

**Navy-Y Group**

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay #
Seaman II/ Seaman I	4860-20200	2000	1000
Leading Seaman	4860-20200	2400	1000
Petty Officer	4860-20200	2800	1000
Chief Petty Officer	8700-34800	4200	1000
MCPO II	8700-34800	4600	1000
MCPO I	8700-34800	4800	1000

# No arrears on account of Military Service Pay shall be payable. (Para No. 2.3.28)

# No arrears on account of Military Service Pay shall be payable.

\* X Group Pay is payable only to the PBORs in X Group.  
 \*\*Intermediate scale not available in the civilian side.

**Navy-Y Group**

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay #
Seaman II/ Seaman I	5200-20200	2000	2000
Leading Seaman	5200-20200	2400	2000
Petty Officer	5200-20200	2800	2000
Chief Petty Officer	9300-34800	4200	2000
MCPO II	9300-34800	4600	2000
MCPO I	9300-34800	4800	2000

# No arrears on account of Military Service Pay shall be payable.

6

**Pay of recruits during training**

The Commission recommends that the existing position regarding pay of recruits during training may continue (Para No. 2.3.29).

Accepted

7

**Pay structure of DSC personnel**

The corresponding pay bands and grade pay recommended for these groups shall apply in their case also. The post in Group Z shall stand upgraded to Group Y as in the case of PBORs (Para No. 2.3.31).

Accepted

8	<p><u>Non-Combatants Enrolled (NCE)</u></p> <p>The Commission recommends that all the Non-Combatants Enrolled in the air force be retrained and placed in the pay band PB-1 of Rs.4860-20200 along with a grade pay of Rs.1800. All future recruitments of NCE shall be made in this grade along with higher qualifications akin to those prescribed in the case of civilians (Para No. 2.3.32).</p>	Accepted subject to the modification that the minimum of the pay band is increased from 4860 to 5200
9	<p><u>Minimum benefit on promotion</u></p> <p>In the revised scheme of running pay bands and grade pay, prescribing a minimum benefit at the time of promotion is meaningless as every promotion shall allow benefit of one increment along with the increase in grade pay. In the revised scheme of running pay bands, no minimum benefit at the time of promotion is being prescribed in case of civilians. Accordingly, no justification remains for prescribing such minimum increase in case of the Defence Forces (Para No. 2.3.33).</p>	Accepted
10	<p><u>Assured Career Progression Scheme for PBORs</u></p> <p>The Commission recommends that the time bound promotion scheme in case of PBORs shall allow two financial upgradations on completion of 10 and 20 years of service as at present. The financial upgradations under the scheme shall allow benefit of pay fixation equal to one increment along with the higher grade pay. As regards the other suggestions relating to residency period for promotion of PBORs, Ministry of Defence may set up an Inter-Services Committee to consider the matter after the revised scheme of running pay bands is implemented (Para No. 2.3.34).</p>	Three ACP upgradations after 8, 16 and 24 years of service has been approved. The upgradation will take place only in the hierarchy of Grade Pays, which need not necessarily be the hierarchy in that particular cadre.

Allowances concessions & benefits and conditions of service of Defence Forces personnel

Sl.No.	Recommendations of the VI CPC	Decision of the Government
1	<p><i>Allowances common to Civilians and Defence Forces personnel</i></p> <p>Insofar as the allowances common to civilian and Defence Forces personnel are concerned, the recommendations made by the Commission in Chapters 4.1 &amp; 4.2 on Dearness Allowance, City Compensatory Allowance, Transport Allowance, Children's Education Allowance, Conveyance Allowance, Non-Practicing Allowance, will apply equally to Defence Forces personnel. (Para No. 4.10.5).</p> <p>In addition to the allowances mentioned above, the following compensatory allowances are admissible to Defence Forces personnel on terms and conditions as are applicable to civilian employees. However, if field service concessions are admissible in such areas, the Defence Forces personnel have the option of receiving the higher of the two allowances.</p> <p>Special Compensatory (Hill Area) Allowance Special Compensatory (Remote Locality) Allowance Island Special Duty Allowance Project Allowance Hard Area Allowance Special Compensatory (Bad Climate) Allowance (Para No.4.10.6)</p> <p>The revised rates recommended in regard to the above allowances for civilian employees in the relevant chapter will also apply in the case of Defence Force personnel. It has been brought out by the Defence Forces that in certain remote</p>	<p>Accepted subject to the modification that Transport Allowance for the employees at the lowest levels in A-1/A class cities and other towns from Rs 400 and Rs. 300 recommended by the CPC is increased to Rs. 600 and Rs. 400 respectively.</p>

	<p>locations where there are no Central Government establishments other than defence organizations, these allowances are not paid. It has been suggested that the Ministry competent to declare areas as remote should consider even these locations so as to make them eligible for compensatory allowances as applicable. Further, areas in which Defence Forces have to provide relief and rescue during disasters and calamities should be declared hard areas automatically and Hard Area Allowance should be granted. (Para No.4.10.7).</p> <p>The Commission is unable to agree to the demand related to declaration of areas affected by natural disasters and calamities as hard areas because of its repercussions on other Central Government and State Government employees.</p> <p>The Commission recommends that the Central Government may issue instructions to State Governments to also consider the difficulties in areas where only Defence Forces establishments are situated for the purpose of determining whether such areas qualify for grant of compensatory allowances. (Para No. 4.10.8).</p>	
2	<p><u>Deputation (Duty) Allowance</u></p> <p>Defence Forces personnel may be given an option to either (a) draw 50% of deputation duty allowance along with service concessions or (b) draw 100% of deputation allowance but forego the service concessions. However, no change is recommended for officers posted to the DRDO and Assam Rifles as these postings are not out of the regular line of postings for Service Officers. As far as the demand for deputation to posts on the basis of equivalent pay rather than rank is concerned, the problem would automatically be resolved in the revised pay structure recommended by this Commission as equivalent grade pay for analogous ranks of civilian and defence personnel has been recommended which should govern deputations to civilian organizations in future. ( Para No. 4.10.10)</p>	Accepted

3	<p><b>Compensation in lieu of quarter (CILQ)</b></p> <p>The Commission recommends the following rates of CILQ which may be increased by 25% every time the dearness allowance payable on revised pay bands goes up by 50%:-</p> <table border="1" data-bbox="347 367 1129 555"> <thead> <tr> <th rowspan="2">Posts</th> <th colspan="3">City classification</th> </tr> <tr> <th>X</th> <th>Y</th> <th>Z</th> </tr> </thead> <tbody> <tr> <td>Sepoy/Nk</td> <td>3600</td> <td>2400</td> <td>1600</td> </tr> <tr> <td>Hav</td> <td>4200</td> <td>2800</td> <td>2000</td> </tr> <tr> <td>JCOs</td> <td>5400</td> <td>3600</td> <td>2400</td> </tr> <tr> <td>NC(E)</td> <td>1800</td> <td>1200</td> <td>800</td> </tr> </tbody> </table> <p>In addition, in order to iron out any inconsistencies, it is further recommended that PBORs may have the option to choose CILQ or HRA, whichever is more beneficial. In consonance with the dispensation recommended for CPMFs, introduction of Family Accommodation Allowance equal to minimum HRA payable in the Government to civilian employees is recommended for those PBORs who do not fall within the authorized married establishment in order to provide some compensation for housing of the families of these personnel. The rate of this allowance will increase by 25% each time the price index increases by 50%. (Para No. 4.10.14)</p>	Posts	City classification			X	Y	Z	Sepoy/Nk	3600	2400	1600	Hav	4200	2800	2000	JCOs	5400	3600	2400	NC(E)	1800	1200	800	Accepted
Posts	City classification																								
	X	Y	Z																						
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Hav	4200	2800	2000																						
JCOs	5400	3600	2400																						
NC(E)	1800	1200	800																						
4	<p><b>House Rent Allowance</b></p> <p>The Commission recommends that House Rent Allowance may be granted under the existing terms and conditions to Defence officers at the same rate as for civilians. For the purpose of computation of HRA, the existing basic pay plus grade pay and the military service pay shall be taken into account. Ministry of Defence may take action to revise the rental ceilings from time to time keeping in view the market situation. (Para No. 4.10.15)</p>	Accepted																							

5	<p><u><b>Bhutan Compensatory Allowance</b></u></p> <p>The existing position seems to be reasonable and the Commission is of the view that no further change is warranted. ( Para No. 4.10.16)</p>	Accepted												
6	<p><u><b>Educational concession to children of missing/disabled/killed in action</b></u></p> <p>The Commission recommends the following revised rates:-</p> <table border="1" data-bbox="351 414 1133 604"> <tr> <td>Tuition Fees</td> <td>Full reimbursement</td> </tr> <tr> <td>Hostel Charges</td> <td>Full reimbursement</td> </tr> <tr> <td>Cost of books/stationery</td> <td>Rs.1000/- p.a.</td> </tr> <tr> <td>Cost of uniform</td> <td>Rs.1700/- (1<sup>st</sup> Year) Rs.700/- p.a.(subsequent year)</td> </tr> <tr> <td>Clothing</td> <td>Rs.500/- (1<sup>st</sup> Year) Rs.300/- p.a.(subsequent year)</td> </tr> </table> <p>(Para No. 4.10.18)</p>	Tuition Fees	Full reimbursement	Hostel Charges	Full reimbursement	Cost of books/stationery	Rs.1000/- p.a.	Cost of uniform	Rs.1700/- (1 <sup>st</sup> Year) Rs.700/- p.a.(subsequent year)	Clothing	Rs.500/- (1 <sup>st</sup> Year) Rs.300/- p.a.(subsequent year)	Accepted		
Tuition Fees	Full reimbursement													
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Clothing	Rs.500/- (1 <sup>st</sup> Year) Rs.300/- p.a.(subsequent year)													
7	<p><u><b>Instructional Allowance</b></u></p> <p>In view of the fact that postings as Instructor are normally prestigious peace postings and a large hike in the allowance would disturb the relativity vis-à-vis the allowances granted in field areas, the commission recommends that the rate of the allowance may be doubled. ( Para No. 4.10.20)</p> <table border="1" data-bbox="351 817 901 974"> <thead> <tr> <th>Sl No.</th> <th>Category</th> <th>Existing Rate</th> <th>Recommended Rate</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>ICOs and equivalent</td> <td>Rs. 500/month</td> <td>Rs.1000/month</td> </tr> <tr> <td>2</td> <td>NCOs and equivalent</td> <td>Rs.300/month</td> <td>Rs.600/month</td> </tr> </tbody> </table>	Sl No.	Category	Existing Rate	Recommended Rate	1	ICOs and equivalent	Rs. 500/month	Rs.1000/month	2	NCOs and equivalent	Rs.300/month	Rs.600/month	Accepted
Sl No.	Category	Existing Rate	Recommended Rate											
1	ICOs and equivalent	Rs. 500/month	Rs.1000/month											
2	NCOs and equivalent	Rs.300/month	Rs.600/month											

8	<p><u>Language Award/Allowance</u></p> <p>Keeping in view the onerous nature of duties involved and the fact that continuance of this allowance is subject to the recipient clearing the proficiency test every year, a higher rate of increase is considered justified in their case. Accordingly, the rates of these awards and allowances may be increased three times. ( Para No. 4.10.20)</p>	Accepted
9	<p><u>Flying Allowance, Submarine Allowance, Siachen Allowance</u></p> <p>As in the case of other allowances, it is recommended that the rates of these allowances may be doubled. This will also apply in the case of MARCOS and Chariot Allowance which is granted to marine commandos at rates equal to Submarine Allowance. Insofar as the other demands made by the Defence Forces are concerned, the following are recommended: -</p> <p>a) Flying Allowance may be granted to the Chief Petty Officer at the same rates as Junior Warrant Officer of the Air Force.</p> <p>b) Extension of Navy and Indian Air Force eligibility conditions to the Army Aviation Pilots making them eligible for grant of the Flying Allowance as long as they continue to be borne in the Aviation Cadre may be done.</p> <p>c) As regards exemption of risk related allowances from income tax, the Commission is of view that it is for the Government to consider the matter taking into account all relevant factors. ( Para No. 4.10.26)</p>	Accepted
10	<p><u>Test Pilot Allowance</u></p> <p>The Commission recommends that the existing rates of Test Pilot Allowance may be doubled and it should be extended to the air crew of aerobatic teams. ( Para No. 4.10.27)</p>	Accepted



11	<p><u>Submarine Duty Allowance</u></p> <p>The Commission recommends that the existing rates may be enhanced to Rs.90 per day for officers and Rs.30 per day for PBORs. ( Para No. 4.10.28)</p>	Accepted
12	<p><u>Diving Allowance, Dip Money and Attendant Allowance</u></p> <p>The Commission recommends that the existing rates of Diving Allowance and Dip Money may be doubled. The requirement for diving in the case of Army and Air Force personnel may be occasional and it would be unfair to compensate them continuously for their limited instances of diving. However, they should be paid Dip Money and Diving Allowance on pro rata basis as and when they are required to dive. ( Para No. 4.10.29)</p>	Accepted
13	<p><u>Special Forces Allowance</u></p> <p>The Special Forces of the Army and Air Force are granted an allowance which ranges from Rs 1000 per month for Sepoys, Naiks and equivalent to Rs 2600 per month for Lt. Col and above. The Defence Forces have demanded grant of this allowance at rates admissible to MARCOS and Charioteers who are special forces of the Navy and are in receipt of a MARCOS allowance at rates similar to Submarine Allowance on the ground that Special Forces of Army and Air Force are also elite forces with comparable standards in regard to selection and training. The Commission observes that at present the rates of the Special Forces Allowance, the Field Area Allowance and Counter Insurgency (Ops) Allowance in peace areas are the same. Disturbance of this parity by granting a higher increase to Special Forces Allowance will generate demands for similar increase in the rates of these allowances. The Commission, therefore, recommends that the rates of Special Forces Allowance may be doubled. ( Para No. 4.10.30)</p>	Special Forces Allowances to Army and Air Force Commandos will be paid at the same rate as applicable for Navy's Marine Commandos(MARCOS)

14	<u><i>Para Jump Instructor Allowance and Free Fall Jump Instructor Allowance</i></u> The Commission recommends that the existing rates be doubled without any change in the existing conditions of grant. ( Para No. 4.10.31)	Accepted.
15	<u><i>Para Allowance and Para Reserve Allowance</i></u> The Commission, while recommending that the rates of these allowances may be doubled, does not find justification for extending the allowance to Naval and Air Force personnel as they are not similarly placed. ( Para No. 4.10.33)	Accepted
16	<u><i>Highly Active Field Area Allowance and Counter Insurgency Operations Allowance</i></u> The Commission has observed that the existing categorization of these allowances has established an equation in the rates of CI Ops Allowance in peace areas with the field area allowance. This equation appears to be quite rational and well thought out. In the circumstances, the Commission does not recommend any change in the categorization. The existing rates of the field area allowances and the CI Ops allowance may, however, be doubled. As far as the extension of CI Ops allowance to Naval personnel is concerned, the suggestion for grant of the allowance based on specific orders of the Government may be accepted with conditions for eligibility being same as for grant of Sea Going/Sea Duty Allowance. ( Para No. 4.10.36)	Accepted
17	<u><i>High Altitude Allowance</i></u> In line with its general approach on allowances, the Commission recommends doubling of the existing rates of High Altitude Allowance. As regards the demand for a High Altitude Allowance in certain areas at 80% of the rates of Siachen Allowance, the Commission observes that Government has already granted this allowance in July, 2007. Taking note of the rates recommended for this allowance, the Commission recommends that 80% of the revised Siachen Allowance shall be granted in these areas in future. ( Para No. 4.10.39)	Accepted

18	<p><u>Sea Going/Sea Duty Allowance</u></p> <p>The Commission recommends that retaining the relativity with the field area allowance, the existing rates of the Sea Going/Sea Duty Allowance may be doubled. The commission has also noted that the genesis of the Sea Going/Sea Duty Allowance is separation from the family. As such, it is of the view that the condition of 12 hours a day is reasonable and does not warrant any change. (Para No. 4.10.40)</p>	Accepted
19	<p><u>Hardy Money</u></p> <p>In line with its general approach, the Commission recommends that the existing rates shall be doubled. (Para No. 4.10.42)</p>	Accepted
20	<p><u>Aeronautical Allowance</u></p> <p>These technicians are authorized to maintain or service aircraft and related systems. The Commission recommends that rate of this allowance shall be doubled. ( Para No. 4.10.45)</p>	Accepted
21	<p><u>Flight Charge Certificate Allowance</u></p> <p>The Commission recommends that the rates of the allowance may be doubled and that this anomaly may be removed provided such certification in the absence of Technical Officers is not part of the normal charter of duties of the ranks above Junior Warrant Officers in the Air Force and corresponding ranks in the Army. Further, extension of the Allowance to PBORs below Air Artificer and equivalent as proposed by the Defence Forces may be done provided they are given independent charge of machinery/equipment and perform these duties i.e. the existing eligibility conditions for grant are not changed. ( Para No. 4.10.46)</p>	Accepted

22	<u><i>Air Worthiness Certificate Allowance</i></u> The Commission recommends that the existing rates shall be doubled. ( Para No. 4.10.47)	Accepted
23	<u><i>Air Steward Allowance</i></u> The Commission recommends doubling of the allowance without extension to any new category. ( Para No. 4.10.48)	Accepted
24	<u><i>Air Despatch Pay</i></u> The Commission recommends doubling of the allowance which may also be renamed as Air Despatch Allowance. ( Para No. 4.10.49)	Accepted
25	<u><i>Qualification Allowance</i></u> The Commission recommends doubling of the rates of the allowance. ( Para No. 4.10.52)	Accepted
26	<u><i>Shorthand Allowance</i></u> The Commission recommends that the rate of the allowance may be doubled. In the Army, however, personnel on shorthand duties are usually appointed on re-deployment. Extension to Army PBORs is, therefore, not recommended. ( Para No. 4.10.53)	Accepted
27	<u><i>Uniform related allowances (PBORs)</i></u> The Commission recommends that the existing rates of these allowances shall also be doubled and may be increased by 25% each time the Dearness Allowance goes up by 50%. (Para No.4.10.60)	Accepted.

28	<p><u>Composite Personal Maintenance Allowance (PBORs)</u></p> <p>The Commission, keeping in view the enhancement made for such allowances on the civilian side including those applicable to the CPMFs, recommends doubling of the rates of the allowance. ( Para No. 4.10.63)</p>	Accepted						
29	<p><u>Spectacle Allowance</u></p> <p>Keeping in view the general increase in prices since 1996-97, the following rates of reimbursement are recommended: -</p> <table border="1" data-bbox="395 504 986 638"> <thead> <tr> <th>Category</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>For spectacles with normal lenses</td> <td>Rs.130</td> </tr> <tr> <td>For spectacles with bifocal lenses</td> <td>Rs.250</td> </tr> </tbody> </table> <p>No new allowance for purchase of Contact Lenses is, however, recommended. (Para No. 4.10.64 &amp; Para No. 4.10.65)</p>	Category	Rate	For spectacles with normal lenses	Rs.130	For spectacles with bifocal lenses	Rs.250	Accepted
Category	Rate							
For spectacles with normal lenses	Rs.130							
For spectacles with bifocal lenses	Rs.250							
30	<p><u>Acting Allowance</u></p> <p>The Commission recommends that the existing rates of the Allowance shall be doubled. ( Para No. 4.10.66 &amp; Para No. 4.10.67)</p>	Accepted						
31	<p><u>Funeral Allowance</u></p> <p>The Commission, however, recommends that the rate of funeral allowance shall be enhanced to Rs.4000. ( Para No. 4.10.68)</p>	Accepted						

32	<u>Rewards for meritorious service</u> The Commission recommends that the rewards for meritorious service should ultimately be incorporated in the Performance Related Incentive Scheme (PRIS) for Defence Forces. In the meantime, the rate of annuity shall be doubled. ( Para No. 4.10.70 & Para No. 4.10.71)	Accepted
33	<u>Submarine Technical Allowance</u> In line with the recommendations made for other allowances, the rate may be doubled to Rs.200 per month without any change in the conditions for grant of the Allowance. ( Para No. 4.10.72)	Accepted
34	<u>Hydrographic Survey Allowance</u> The Commission recommends that the existing rates shall be doubled. (Para No. 4.10.73)	Accepted
35	<u>Unit Charge &amp; Charge Certificate Allowance</u> The Commission recommends that the rates of Unit and Charge Certificate Allowance shall be doubled without extension to any new category. (Para No. 4.10.75)	Accepted
36	<u>Boiler Watch Keeping Allowance</u> The Commission, finding merit in the proposal, and taking into account the difficult working conditions near boilers, recommends introduction of a Boiler Watch keeping allowance at the rate of Rs.2000 per month to be granted to these sailors. Corresponding personnel on board Coast Guard and survey ships shall also be extended this allowance at the same rate.(Para No. 4.10.77)	Accepted
37	<u>Free ceiling for electricity</u> The existing provisions are adequate. The Commission does not recommend any change in the existing position. ( Para No. 4.10.78)	Accepted

38	<p><u>Extra Duty Allowance</u></p> <p>The Commission recommends that the existing rates of the Extra Duty Allowance may be doubled and the Allowance may be subsumed in the PRIS in future. In view of this, no rationale exists for extending this allowance to new categories. ( Para No. 4.10.79)</p>	Accepted
39	<p><u>Classification Allowance</u></p> <p>The Commission recommends that the existing rates of Classification Allowance may be doubled and the allowance may be extended to the PBORs of the Navy and Air Force under similar conditions as available in the Army by prescribing specific trade qualifications for grant of the allowance. It is further recommended that 100% of the classification allowance shall be reckoned for grant of pension. (Para No. 4.10.82)</p>	Accepted
40	<p><u>Good Service/Good Conduct/Badge Pay</u></p> <p>The Commission has separately recommended introduction of Performance Related Incentive Scheme (PRIS) for the Defence Forces. It is, therefore, suggested that Good Service Pay may be subsumed in the PRIS to be evolved for Defence Forces personnel. However, till such time the detailed scheme is evolved, the existing rates should be doubled and the allowance be given without any change in the conditions of grant. (Para No. 4.10.85)</p>	Accepted
41.	<p><u>Travel related entitlements</u></p> <p>The following are recommended: -</p> <p>(i) Travel by fastest means including air shall be authorized for onward and return journeys to dependents of deceased Defence Forces personnel for conducting customary social rites.</p> <p>(ii) The authorized class of travel for hospital admission shall be the same as that authorized for official tours.</p>	Accepted

	(iii) Conveyance granted to two relatives of battle casualties at Government expense to meet service personnel admitted in a military hospital is presently limited to the rank of Lieutenant Colonels and equivalent only. Provisions of this rule should be extended to all defence personnel irrespective of rank. (Para No. 4.10.86)	
42.	<u>Hardship allowance, Assessors allowance, UAV crew allowance</u> The Commission, after examining the rationale given in regard to these allowances, could not find adequate justification for their introduction. (Para No. 4.10.87)	Accepted
43.	<u>Leave Travel Concession</u> The Commission does not recommend any change in this provision except that where the children are staying in hostels, they may be permitted to visit parents on LTC. The Commission also does not recommend any increase or any change in the entitlement of Form D (Para No. 4.10.90).	Accepted.
44	<u>Acting promotion</u> It is recommended that the condition of holding the higher rank for a fixed number of consecutive days before the acting rank is paid, should be removed. (Para No. 4.10.94)	Accepted
45	<u>Leave entitlements</u> It is recommended that the quantum of encashment of leave for Defence Forces personnel should be de-linked from the numbers of years of service and all Defence Forces personnel shall be allowed encashment of leave of upto 300 days. The relaxation made in the case of civilian employees in regard to encashment of leave during LTC and the ceiling for leave encashment shall also apply to Defence Forces personnel. The demand for extending the provisions of accumulation, commutation and encashment applicable to half pay leave to Furlough cannot, however, be accepted	Accepted



	as it would introduce a distinction between the nature of the leave permitted to be encashed by officers and PBORs. The Commission, therefore, does not recommend encashment of Furlough. (Para No. 4.10.102).	
46	<u>House Building Advance and Conveyance Advance</u> In consonance with these recommendations made for civilian employees, the Commission recommends that Defence Forces personnel may also be provided the subsidy in the interest rates for availing of these loans from Public Sector Banks subject to the same limits as have been laid down for civilian employees. (Para No. 4.10.104).	Accepted
47	<u>Common ration scale for PBORs</u> The Commission is not in a position to make any recommendation in the matter. It is for the Government to decide scales of ration required keeping in view all relevant factors. (Para No. 4.10.106).	Accepted
48	<u>Encashment of leave of Territorial Army personnel</u> The Commission recommends that parity be maintained in the provisions related to leave encashment between Territorial Army personnel and regular Army personnel. (Para No. 4.10.107).	Accepted
49	<u>Future revision of allowances</u> As far as future revision of allowances is concerned, revision as specified elsewhere may be done in respect of allowances common to civilians and Defence Forces. In the case of allowances specific to Defence Forces, the rate of these allowances should be enhanced by 25% automatically each time the dearness allowance payable on the revised pay band goes up by 50%. (Para No. 4.10.108).	Accepted
50	<u>General recommendation on allowances</u> The Commission, therefore, recommends that the MoD and Service Headquarters may devise a PRI Scheme subsuming those of the allowances which can form part of PRIS. (Para No. 4.10.109).	Accepted

**ANNEXURE-II****EXISTING PAY SCALES OF PERSONNEL BELOW OFFICER RANK (PBOR)**

(In Rs.)

**Army**

Existing Pay Scales			
Rank	Group X	Group Y	Group Z
Sepoy	3600-70-4650	3250-70-4300	3050-55-3875
Naik	3700-85-4975	3425-85-4700	3150-70-4200
Havaldar	4150-100-5650	3600-100-5100	3250-85-4525
Nb Sub	5770-140-8290	5620-140-8140	5200-125-7450
Subedar	6750-190-9790	6600-170-9320	6170-155-8650
Sub. Maj.	7250-200-10050	6750-200-9550	6600-200-9400

**Air Force**

Existing Pay Scales			
Rank	Group X	Group Y	Group Z
AC	3675	3250	3050
LAC	4025-60-4925	3650-60-4550	3080-60-3980
CPL	4150-70-5200	3900-70-4950	3200-70-4250
SGT	5000-100-6500	4320-85-5595	3775-85-5050
JWO	5770-140-8290	5620-140-8140	5200-125-7450
WO	6750-190-9790	6600-170-9320	6170-155-8650
MWO	7400-200-10200	6750-200-9550	6600-200-9400

**Navy:**

Existing Pay Scales			
Rank	Group X	Group Y	Group Z
App/Seaman II	3200-60-3260	3325-60-3445	3050-55-3215
Art V/Seaman I	4150-70-4360	3650-60-4550	3080-60-3980
Art IV/ Ldg Seaman	4550-100-6350	3900-70-4950	3200-70-4250
Art III-I/PO	5120-100-7120	4320-85-5595	3775-85-5050
Chief Art/CPO	6000-125-8250	5620-140-8140	5200-125-7450
MCPO II	6750-190-9790	6600-170-9320	6170-155-8650
MCPO I	7400-200-10200	6750-200-9550	6600-200-9400