

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
DEPARTMENT OF DEFENCE
LOK SABHA

STARRED QUESTION NO.300

TO BE ANSWERED ON THE 4TH AUGUST, 2017

SEVENTH CENTRAL PAY COMMISSION

*300. SHRI PINAKI MISRA:

Will the Minister of DEFENCE जेके एच
be pleased to state:

- (a) whether all the issues of core concerns raised by the defence forces with respect to their civilian counterparts as recommended by the Seventh Central Pay Commission and accepted by his Ministry have not been resolved completely;
- (b) if so, the details thereof including the status of the four core concerns of Non-Functional Upgradation (NFU), NFU pay fixation, Military Service Pay (MSP) and Common Pay Matrix for civilians and military and if not, the reasons therefor;
- (c) the corrective measures taken by the Government in this regard; and
- (d) the time by which the Government proposes to resolve all the issues and implement the amended recommendations in the matter?

A N S W E R

MINISTER OF DEFENCE

जेके एच

(SHRI ARUN JAITLEY)

¼Jh v#.k tsVyh½

(a) to (d): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 300 FOR ANSWER ON 4.8.2017

1. The 7th Central Pay Commission (CPC) was tasked by the Government through a specific term of reference to specifically examine, review, evolve and recommend changes that were considered desirable and feasible with respect to, among others the emoluments structure, concessions and facilities/benefits in cash or kind as well as retirement benefits of personnel belonging to the Defence Forces, keeping in view the historical and traditional parities, with due emphasis to aspects unique to these personnel.

2. The recommendations of 7th CPC in respect of the specific term of reference for Defence Forces personnel have since been accepted by the Government and Resolutions with respect to pay, allowances and pensions have been issued.

3. With respect to the emoluments structure, which has been accepted by the Government, in recognition of aspects unique to them, the Defence Forces Personnel have been distinctively placed vis-à-vis their civilian counterparts in respect to the following:

(a) To compensate for the unique aspects of defence service including the extreme conditions in which defence personnel are required to operate, Military Service Pay (MSP) has been provided for upto the level of Brigadier and equivalent. The MSP has in fact been made admissible to Defence Forces personnel only in recognition of the special conditions of the service experienced by them which sets them apart from civilian employees. The MSP rates (per month) effective from 01.01.2016 have been fixed by the Government at ₹15,500/- for Officers, ₹10,800/- for Military Nursing Service (MNS) Officers, ₹5,200/- for Junior Commissioned Officers (JCOs) / Other Ranks (OR) and ₹3,600/- for Non Combatants (Enrolled) in the Air Force. As a result, while the pay on initial induction of a civilian employee at the lowest pay level (in Level-1) is ₹18,000/-, the pay on initial induction of a defence force personnel, who gets inducted at their lowest pay level which is Level-3, inclusive of MSP will be ₹26,900/-. Similarly, while the pay for a civilian Officer inducted in Level-10 would be ₹56,100/-, the pay for a defence service officer inducted in level-10, inclusive of MSP will be ₹71,600/-.

(b) Providing a relatively advantageous pay outgo for defence forces personnel by way of a defined benefit pension scheme, which entails no contribution as distinct from a defined contribution scheme which entails a monthly contribution by each official as applies to all other Central Government personnel.

(c) Compensation by way of allowances for the unique Risk and Hardship borne by defence personnel.

(d) Further benefits in cash and kind admissible to Defence Service Personnel include (i) Free rations or Ration Money Allowance in lieu of free rations (ii) tax concessions available in Canteen Stores Depot (iii) Concession vouchers for travel in Railways and by Air.

4. Further, the Government, has provided the following additional benefits to the Defence Services Officers: -

- i. The index of Rationalisation of Level 13A (Brigadier) in Defence Pay Matrix has been revised upward from 2.57 to 2.67 vide resolution dated 05.09.2016.**
- ii. Additional 3 stages in Levels 12A (Lt. Col), 3 stages in Level 13 (Colonel) and 2 stages in Level 13A (Brigadier) has been added appropriately in the Defence Pay Matrix vide resolution dated 05.09.2016.**
- iii. Further, Index of Rationalisation (IOR) of Level 12A and 13 of Defence Pay Matrix has also been enhanced from 2.57 to 2.67 vide resolution dated 22.06.2017.**

5. Further, vide Government's Resolution dated 28.06.2017, the Defence Pay Matrix [except Military Nursing Service (MNS)] which had 24 stages has been extended to 40 stages similar to the Civil Pay Matrix.

6. The issue of Non-Functional Upgradation (NFU) for Officers of the Defence services is currently sub-judice.
