

REPORT
OF THE
FOURTH PARLIAMENTARY PAY COMMITTEE 2009
APPOINTED TO REPORT

ON THE
STRUCTURE OF PAY, ALLOWANCES, LEAVE,
PENSIONARY BENEFITS, AMENITIES AND FACILITIES
IN RESPECT OF OFFICERS AND STAFF OF THE
RAJYA SABHA AND LOK SABHA SECRETARIATS

*Presented to the Chairman, Rajya Sabha on 26th February, 2009
Presented to the Hon'ble Speaker, Lok Sabha on 26th February, 2009*



February, 2009/ Phalguna, 1930 (Saka)

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THE COMMITTEE

CHAIRMAN

Shri C. Kuppasami, M.P.
Chairman, Estimates Committee

MEMBERS

Shri Rupchand Pal, M.P.
Chairman, Public Undertakings Committee

Shri Ananth Kumar, M.P.*
Chairman, Standing Committee on Finance

Shri Vayalar Ravi,
Minister of Parliamentary Affairs

Shri Pawan Kumar Bansal,**
Minister of State for Finance

Shri Manohar Joshi, M.P. (Rajya Sabha)

Lok Sabha Secretariat

Shri P.D.T. Achary,
Secretary-General, Lok Sabha

Rajya Sabha Secretariat

Dr. V.K. Agnihotri,
Secretary-General, Rajya Sabha

* Nominated as **Member of the Committee** with effect from 24th October, 2008 *vice* Prof. Vijay Kumar Malhotra, Chairman, Public Accounts Committee who resigned from the membership of **Parliamentary Pay Committee**.

** Nominated as **Member of the Committee** with effect from 2nd December, 2008 *vice* Shri P. Chidambaram **ceased** to be member of the Committee on his relinquishing the office of the Minister of Finance.

PREFACE

I, the Chairman of the Parliamentary Pay Committee appointed to advise the Chairman of Rajya Sabha and Speaker of Lok Sabha on the changes that are considered desirable in the structure of scales of pay, allowances, leave, pensionary benefits, amenities and facilities to the officers and all categories of staff of Lok Sabha and Rajya Sabha Secretariats in the context of decisions of the Government of India on the recommendations of the Sixth Central Pay Commission, having been authorised by the Committee to submit the Report on their behalf, hereby present this Report.

2. The present Committee was appointed by the Speaker, Lok Sabha in consultation with the Chairman, Rajya Sabha. Bulletins regarding constitution of the Parliamentary Pay Committee were issued wide Lok Sabha Bulletin Part-II (Para No. 6006) dated 9th September, 2008 and wide Rajya Sabha Parliamentary Bulletin Part-II (Para No. 45290) dated 10th September, 2008.

3. The Sixth Central Pay Commission has made a major departure from the earlier Pay Commissions in respect of pay scales. For the first time, the Commission has recommended running pay bands for the officers and all categories of staff of Government of India.

4. The Committee had the benefit of suggestions/memoranda from the employees of Lok Sabha and Rajya Sabha Secretariats. Office Bearers of Employees Associations, Senior Officers and the Service Representatives of all the Services of both the Secretariats were also called for hearing. The Committee concluded their deliberations and finalised their report at the sitting held on 25th February, 2009.

5. The Committee wish to place on record their thanks to all those who helped them in their work.

NEW DELHI;
February 26, 2009

Phalgun 7, 1930 (Saka)

C. KUPPUSAMI,
Chairman.

I

INTRODUCTORY

1.1 The first Parliamentary Pay Committee was constituted in August, 1973 to advise the Chairman of Rajya Sabha and the Speaker of Lok Sabha on the changes that are considered desirable in the structure of pay and allowances, leave and pensionary benefits to the officers and all categories of staff of the Rajya Sabha and Lok Sabha Secretariats in the context of the decisions of the Government on the recommendations of the Third Pay Commission. Subsequently, second and third Parliamentary Pay Committees were constituted in July, 1986 and October, 1997 respectively.

1.2 The Government of India constituted the Sixth Central Pay Commission vide Resolution No. 5/2/2005-PAY-3 dated October 5, 2006. The recommendations made by the Pay Commission were accepted by the Government of India vide Resolution No. 1/1/2008-1 C dated 29th August, 2008. Subsequently, various orders were issued by the Government of India implementing the recommendations of the Sixth Central Pay Commission.

1.3 According to well established conventions, the orders issued by the Government to the Ministries/Departments of the Government of India do not automatically *ipso facto or ipso jure*, apply to the Officers and Staff of the Secretariats of Parliament, unless explicitly adopted.

1.4 The decisions and orders of the Government of India in the context of implementation of the recommendations of the Sixth Central Pay Commission relating to structure of pay, allowances, leave and pensionary benefits were provisionally made applicable, as an interim measure, to the employees of both the Secretariats. These orders were implemented by Lok Sabha and Rajya Sabha Secretariats vide R&CS Order Nos. PA-461/08 dated 4th September, 2008 and 3/2008 dated 8th September, 2008 respectively. The orders received subsequently were also examined and relevant orders adopted for their application to Officers/Staff by the respective Secretariats.

1.5 The Speaker, Lok Sabha in consultation with the Chairman, Rajya Sabha, constituted a Parliamentary Pay Committee to advise the Chairman, Rajya Sabha and the Speaker, Lok Sabha on the changes that are considered desirable in the structure of scales of pay, allowances, leave and pensionary benefits to the officers and all categories of employees of both the Lok Sabha and Rajya Sabha Secretariats in the context of the decision of the Government on the recommendations of the Sixth Central Pay Commission.

Bulletins regarding constitution of the Parliamentary Pay Committee were issued vide Lok Sabha Bulletin Part-II (Para No. 6006) dated 9th September, 2008 and vide

Rajya Sabha Parliamentary Bulletin Part-II (Para No. 45290) dated 10th September, 2008. The composition of the Committee was as follows:—

- | | | |
|--|---|----------|
| 1. Chairman, Estimates Committee
(Shri C. Kuppasami) | — | Chairman |
| 2. Chairman, Public Accounts Committee
(Prof. Vijay Kumar Malhotra) | — | Member |
| 3. Chairman, Public Undertakings Committee
(Shri Rupchand Pal) | — | Member |
| 4. Minister of Finance
(Shri P. Chidambaram) | — | Member |
| 5. Minister of Parliamentary Affairs
(Shri Vayalar Ravi) | — | Member |
| 6. Member of Rajya Sabha
(Shri Manohar Joshi) | — | Member |

Secretaries-General of Lok Sabha and Rajya Sabha were also associated with the Committee.

1.6 The first sitting of the Committee was held on 6th October, 2008. The Committee noted that **Rajya Sabha Secretariat** had issued Circular No. RS/44/2008-Perl. dated 8th September, 2008, inviting suggestions/views of officers and members of staff on revision of structure of pay, allowances, amenities and facilities for consideration of the Committee and decided the following future course of action:—

- (a) **Lok Sabha Secretariat may invite suggestions/views of officers and members of staff on revision of structure of pay, allowances, amenities and facilities in the context of the recommendations of the Sixth Central Pay Commission in the format evolved for the purpose.**
- (b) **The Secretariats may scrutinise the representations/memoranda received from officers/staff and prepare a summary for consideration of the Committee in their second meeting.**
- (c) **The next sitting of the Committee be held at the earliest to hear the views of limited number of employees from various Services in both the Secretariats. The office bearers of Employees Associations of both the Secretariats may also be called for hearing.**

1.7 Pursuant to the Circular(s) inviting suggestions/views of officers and members of staff on revision of structure of pay, allowances, amenities and facilities in the context of the recommendations of the Sixth Central Pay Commission, a total number of 999 memoranda/representations were received from officers and staff of both the Secretariats [453 from Lok Sabha Secretariat and 546 from Rajya Sabha Secretariat]. All the memoranda/representations along with the gist of suggestions/views were duly circulated to the Committee.

1.8 Meanwhile, Prof. Vijay Kumar Malhotra, Chairman, Public Accounts Committee resigned from the membership of the Committee. In his place, Shri Ananth Kumar, Chairman, Standing Committee on Finance was nominated to the Committee with effect from 24th October, 2008.

1.9 The second sitting of the Committee was held on 12th November, 2008 to hear the views of office bearers of Rajya Sabha Employees Association and Lok Sabha Employees Association on revision of structure of pay, allowances etc. The Committee heard the views of Senior Officers and Service Representatives of both the Secretariats at their third sitting held on 26th November, 2008. Three office bearers of Rajya Sabha Employees Association, five office bearers of Lok Sabha Employees Association, two Senior Officers of Lok Sabha Secretariat, ten Service Representatives of Rajya Sabha Secretariat and eleven Service Representatives of Lok Sabha Secretariat appeared before the Committee and presented their cases on revision of structure of pay, allowances, amenities and facilities etc.

1.10 In the meantime, Shri P. Chidambaram relinquished the office of the Minister of Finance and, therefore, ceased to be a Member of the Committee. In his place, Shri Pawan Kumar Bansal, Minister of State for Finance was nominated to the Committee with effect from 2nd December, 2008.

1.11 At the fourth sitting held on 6th January, 2009, the Committee considered the draft report on the structure of pay, allowances etc., for officers and staff of Lok Sabha and Rajya Sabha Secretariats. During the meeting, Members made certain suggestions/raised certain points. A detailed note on these suggestions/points was circulated to the Members of the Committee for consideration at the fifth sitting, which was held on 12th February, 2009. During the sitting, certain suggestions were made by Members. The draft report was accordingly modified and a revised draft was circulated.

1.12 The Committee adopted this report at the sixth sitting held on 25th February, 2009. The Chairman was authorised by the Committee to finalise the report of the Committee and present the same to the Chairman, Rajya Sabha and the Speaker, Lok Sabha.

II

STATUS OF LOK SABHA AND RAJYA SABHA SECRETARIATS

2.1 The historical context leading to the genesis of Parliament Secretariats dates back to January, 1926, when, the Presiding Officers Conference adopted a resolution proposing the creation of a separate Office for the Central Legislative Assembly, independent of and unconnected with the Government. It was on 22nd September, 1928 that Pandit Motilal Nehru moved a Resolution in the Central Legislative Assembly to the effect that a separate Assembly Department be constituted. The Resolution was adopted unanimously. The Secretary of State for India, having accorded his approval (with certain modifications) to the scheme as embodied in the Resolution, a separate self-contained department known as the 'Legislative Assembly Department' was created on 10th January, 1929 in the portfolio of the Governor-General with the Speaker of the Legislative Assembly as its *de facto* Head.

2.2 The recruitment and conditions of service of the employees of the Legislative Assembly Department were to be governed by separate Rules called 'The Legislative Assembly Department (Conditions of Service) Rules, 1929' made by the Secretary of State in Council on 7th August, 1929. The officers and staff of the Legislative Assembly Department thereafter began to be appointed in accordance with those Rules with the approval of the President (Speaker) of the Assembly. The position and authority of the Speaker in the matter of recruitment, terms and conditions of service of the officers and staff of the Central Assembly Department (and its successor Secretariat) have ever since been recognised by statutory Rules and conventions and finally by the Constitution of India.

2.3 Under the provisions of the Indian Independence Act, 1947, the legislative functions of the Central Legislature were taken over by the Constituent Assembly of India. There was, however, no change in the nomenclature of the Legislative Assembly Department. With coming into force of the Constitution and creation of a provisional Parliament on 26th January, 1950 the name of the Department was changed to 'Parliament Secretariat'.

2.4 Even after the Council of States (Rajya Sabha) and the House of the People (Lok Sabha) came into existence in 1952, the Secretariat of the House of the People continued to be called the 'Parliament Secretariat', and a new Secretariat called the 'Council of States Secretariat' was set up for the Rajya Sabha. The names of the two Secretariats were changed in 1954 to Lok Sabha Secretariat and Rajya Sabha Secretariat respectively. The conditions of service of the officers and staff of both the Secretariats continued to be governed till 30th September, 1955 by the Legislative Assembly Department (Conditions of Service) Rules, 1929, as amended and adapted from time to time.

2.5 Article 98 of the Constitution of India reads:

"98. (1) Each House of Parliament shall have a separate secretarial staff: Provided that nothing in this clause shall be construed as

preventing the creation of posts common to both Houses of Parliament.

- (2) *Parliament may by law regulate the recruitment, and the conditions of service of persons appointed, to the secretarial staff of either House of Parliament.*
- (3) *Until provision is made by Parliament under clause (2), the President may, after consultation with the Speaker of the House of the People or the Chairman of the Council of States, as the case may be, make rules regulating the recruitment, and the conditions of service of persons appointed, to the secretarial staff of the House of the People or the Council of States, and any rules so made shall have effect subject to the provisions of any law made under the said clause."*

2.6 In exercise of the powers conferred by the above mentioned provisions of the Constitution, the Lok Sabha Secretariat (Recruitment and Conditions of Service) Rules, 1955 were framed and promulgated by the President after consultation with the Speaker on 1st October, 1955. Similarly, the Rajya Sabha Secretariat (Recruitment and Conditions of Service) Rules, 1957 were framed and promulgated by the President in consultation with the Chairman on 15th March, 1957.

2.7 Parliament has not so far enacted any law for regulating the recruitment, and the conditions of service of the secretarial staff of either House by invoking provisions contained in Article 98(2). Accordingly, Officers and staff of the Secretariats continue to be governed by the aforesaid Rules framed under Article 98(3) of the Constitution of India.

2.8 The aforesaid R&CS Rules have the force of law. The powers conferred on the Chairman and the Speaker by these Rules are exercised by them through Recruitment and Conditions of Service orders issued from time to time.

2.9 In regard to 'Pay', the relevant provisions in the Lok Sabha Secretariat (Recruitment and Conditions of Service) Rules, 1955 are as follows:

"8. Pay, Leave, Pension and Age of Compulsory Retirement – Subject to the provisions of Rule 11 –

(a) *The pay or scale of pay attached to each of the posts in the Secretariat shall be as set out against it in the Second Schedule;*

(c) *The Speaker may, from time to time, by general or special order, after consultation with the Ministry of Finance, amend any provision in the Second,Schedules.*

10. *Relaxation in exceptional cases—Where the Speaker is satisfied that the operation of any rule or provision in the matter of the conditions of service of an officer causes undue hardship in any particular case, the Speaker may, after consultation with the Ministry of Finance, by order dispense with, or relax the requirements of, that rule or provision to*

to undertake a comprehensive cadre review regarding manpower projections and planning on scientific lines aiming at rationalisation of the cadre structure and other related matters. Accordingly, Indian Institute of Management, Kolkata was assigned the task of Cadre Review of Lok Sabha Secretariat (April, 2006) and Indian Institute of Management, Ahmedabad was assigned the task of Cadre Review of Rajya Sabha Secretariat (August, 2006).

2.17 Pursuant to recommendations made by the respective Management Institutes, cadre-review proposals were suitably implemented in both the Secretariats; Recruitment Rules for various categories of posts were amended/modified and modernization of systems, processes & procedures were implemented for enhancing the overall delivery system.

2.18 Presently, there are 10 distinct Services in the Lok Sabha Secretariat which have been organised on functional basis and which cater to the specific needs of the House. The functions of each Service are complementary and supplementary to the other and their officers and staff are not freely interchangeable owing to the special and distinct nature of duties of each Service. These Services are:—

1. The Legislative, Financial Committee, Executive and Administrative Service.
2. The Library, Reference, Research, Documentation and Information Service.
3. The Verbatim Reporting Service.
4. The Private Secretaries and Stenographic Service.
5. The Simultaneous Interpretation Service.
6. The Printing and Publications Service.
7. The Editorial and Translation Service.
8. The Watch & Ward, Door Keeping and Sanitation Service.
9. The Clerical Service.
10. The Messengers Service.

2.19 In Rajya Sabha Secretariat, some of the Services were re-organised with effect from 13th June, 1980. At present, there are 10 Services formed on functional basis which are:—

1. The Legislative, Financial, Executive and Administrative Service.
2. The Library, Reference, Research, Documentation and Information Service.
3. The Verbatim Reporting Service.
4. The Private Secretaries and Stenographic Service.
5. The Simultaneous Interpretation Service.
6. The Printing and Publications Service.
7. The Editorial and Translation Service.

8. The Watch & Ward, Door Keeping and Sanitation Service.
9. The Drivers and Despatch Riders Service.
10. The Messenger Service.

2.20 Each of the aforesaid Services was assigned a distinct and separate job catering to various needs of the Secretariats in their Parliamentary work and there exists a separate hierarchy of posts in all the Services. The functioning of the Secretariats has been devised in such a way as to facilitate collective working of different Services and to enable the Parliament Secretariats to function as independent institutions.

2.21 The expenditure incurred in respect of Salaries and allowances of, and amenities to, Members and officers/staff of Parliament is met from the Consolidated Fund of India. As in the case of Ministries of Government of India, separate Demands for Grants in respect of Lok Sabha and Rajya Sabha are also laid before both the Houses of Parliament. Parliament sanctions the expenditure through the Appropriation Act. No cut motions or any discussion relating to the budget of both the Houses of Parliament and their Secretariats are allowed on the floor of the House. If a member wishes to have any information, it is supplied to him under the orders of the Chairman or the Speaker as the case may be.

2.22 The budget estimates of Lok Sabha and its Secretariat are scrutinised by a Committee consisting of the Deputy Speaker, the Chairman, Public Accounts Committee and the Chairman, Estimates Committee before it is submitted for approval of the Speaker. The Lok Sabha and Rajya Sabha Secretariats are primarily responsible for the preparation of the budget estimates of their respective Houses and their Secretariat. The estimates are forwarded to the Ministry of Finance for incorporation in the Union Budget as a matter of course. The estimates are not subject to any examination by any departmental Committee of the Ministry of Finance or any other Committee of Parliament. In case, the Ministry of Finance has any suggestion to make, it is submitted to the Chairman and the Speaker, as the case may be, for consideration and broadly speaking, final decision acceptable to both is arrived at after discussion. In the unlikely event of any difference of opinion between the Chairman/Speaker and the Ministry of Finance, the decision of the Chairman and the Speaker would normally prevail as it is for them to decide what is necessary for Rajya Sabha and Lok Sabha Secretariats in the efficient discharge of their responsibilities.

2.23 Owing to the independent nature of the Secretariats, as enshrined in Article 98 of the Constitution, the question of revision of pay scales of officers and staff of the Secretariats was kept outside the purview of the Central Pay Commissions constituted from time to time. Till 1973, on the basis of recommendations made by the respective Central Pay Commissions, the pay scales of the officers and staff of the Secretariats were also suitably revised under orders issued by the Chairman/Speaker after consulting the Ministry of Finance. Thereafter, separate Parliamentary Pay Committees were constituted in 1973, 1986 and 1997/1998/2000 in the light of the recommendations of the Third, Fourth and Fifth Central Pay Commission respectively, for deciding pay, allowances etc., of the employees of the Lok Sabha and Rajya Sabha Secretariats.

III

FACTORS RELEVANT FOR DETERMINATION OF STRUCTURE OF PAY

3.1 The sanctioned strength of personnel of various categories of posts in different Services of Lok Sabha and Rajya Sabha Secretariats are given in the following Tables:—

(a) Lok Sabha Secretariat

Service	Group A	Group B	Group C	Group D	Total
Legislative, Financial Committee, Executive and Administrative Service.	252	336	62	—	650
Library, Reference, Research, Documentation and Information Service.	120	52	48	11	231
Verbatim Reporting Service.	68	—	—	—	68
Private Secretaries and Stenographic Service.	68	111	63	—	242
Simultaneous Interpretation Service.	41	—	—	—	41
Printing and Publications Service.	17	32	113	8	170
Editorial and Translation Service.	114	110	—	—	224
Watch & Ward, Door Keeping and Sanitation Service.	60	202	152	128	542
Clerical Service.	—	—	255	—	255
Messengers Service.	—	—	60	340	400
Total:					2823*

*2823-23 [Secretary-General (01), Secretary (01), Additional Secretary (04), Joint Secretary (16) & Joint Secretary (Security) (01)] - 2846

(b) Rajya Sabha Secretariat

Service	Group A	Group B	Group C	Group D	Total
Legislative, Financial, Executive and Administrative Service.	118 [^]	155	188	—	461
Library, Reference, Research, Documentation and Information Service.	21 ^{^^}	14	4	—	39
Verbatim Reporting Service.	48 ^{^^}	—	—	—	48
Private Secretaries and Stenographic Service.	42	34	36	—	112
Simultaneous Interpretation Service.	31 ^{^^}	—	—	—	31
Printing and Publications Service.	9	24	42	—	75
Editorial and Translation Service.	66 ^{^^}	45	—	—	111
Watch & Ward, Door Keeping and Sanitation Service.	38	70	90	51	249
Drivers and Despatch Riders Service.	—	—	41	6	47
Messengers Service.	—	—	70	169	239
Total:					1412*

[^] Including 8 Joint Secretaries.

^{^^} Including 1 Joint Secretary.

* 1412 + 4 [Secretary-General (01), Secretary (01) & Additional Secretary (02)] = 1416.

3.2 Some of the factors taken into consideration by the Third Pay Committee for determining pay scales to various categories of posts in the Secretariats were as follows:—

- Higher educational qualifications, skill, experience etc., prescribed as compared to posts in Government of India.
- Specialised nature of job involving high responsibility.
- Need for putting long hours of duties particularly during the Session periods.
- Need for time bound disposal of work involving stress and strain.
- Arduousness of the job.
- Chances of career progression.
- Adequacy of the pay scales with reference to productivity.
- Need to attract talents at reasonably good levels, to service in the Secretariats.

The above factors are relevant for determining the pay scales by this Committee as well.

3.3 Lok Sabha and Rajya Sabha Secretariats discharge specialised functions and maintain high standards of efficiency in Parliamentary Administration. Since the job requirements are quite distinct from those of the Government of India or other bodies and the Secretariats are independent bodies, the pay structure, allowances, etc. may not be identical with those of the Ministries/ Departments of Government of India or other bodies.

3.4 There has been constant endeavour to transform Lok Sabha and Rajya Sabha Secretariats into modern, professional and result-oriented entities to render efficient and effective services to Parliament. Hence, there is a need to work out a suitable pay package for various categories of employees that is linked to promoting efficiency, productivity and processes. This necessitates modifications in the structure of pay adopted by the Government of India.

3.5 Keeping the above aspects in view, different exercises were undertaken to work out suitable pay and allowances for the employees of Lok Sabha and Rajya Sabha Secretariats.

3.6 Revised pay structure:

3.6.1 Consequent upon the introduction of the system of Pay Bands by the Government of India, an exercise was undertaken to work out distinct pay scales for different levels of posts in place of Pay Bands and Grade Pay(s). It was, however, felt that adoption of pay structure entirely different from that of Government of India may pose practical difficulties in adopting the orders issued by the Government of India from time-to-time regarding various allowances, concessions etc. and may lead to unintended consequences.

3.6.2 It was, therefore, considered whether within the system of Pay Bands, the Grade Pay next above the one already provided in the provisional pay structure adopted by both the Secretariats may be given to the different categories of posts. The replacement

scales provisionally adopted by the Secretariats are already higher in respect of a few non-gazetted categories of posts, as compared to those given to similar categories of posts in the Government of India as is evident from the information given in the Annexure.

3.6.3 It is observed from the provisional pay structure adopted by both the Secretariats that the feeder grade post of Senior Clerk and equivalent posts and the promotional posts of Executive Assistant and equivalent are in the identical Grade Pay of Rs. 4200. Similarly, the feeder grade post of Joint Director Grade-II and equivalent posts and the promotional post of Joint Director Grade-I and equivalent posts are in the identical Grade Pay of Rs. 7600. Unless these promotional posts are placed in next higher Grade Pay, there would be administrative difficulties in effecting promotions and maintaining the hierarchy of posts in the Secretariats. In order to remove these difficulties, the following modifications are necessary in the provisionally adopted pay structure:—

- Since the Grade Pay for Senior Clerk and equivalent posts and Staff Car Driver Grade-I is identical with that of Executive Assistant and equivalent posts and Staff Car Driver [Special Grade] respectively, the Grade Pay for Executive Assistant and equivalent posts and Staff Car Driver [Special Grade] may be at the next higher level of Rs. 4600 *instead of* Rs. 4200 and that of Senior Executive Assistant and equivalent at Rs. 4800 *instead of* Rs. 4600.
- The Grade Pay of Joint Director Grade - II and equivalent is identical with that of Joint Director Grade-I. In view of the need to maintain the hierarchy of posts and to provide promotional prospects, the posts of Joint Director Grade-I and equivalent may be in the Grade Pay of Rs. 8000 in the Pay Band of Rs. 15600-39100 (PB-3) and redesignated as shown in Appendix - I.
- In the pre-revised scale of pay, Executive Officers and equivalent, had been holding Group 'A' position. Since the entry level Group 'A' posts in the Government have been placed in Pay Band-3, the officers of the Secretariat at the level of Executive Officer and equivalent may be placed in Pay Band-3.

3.6.4 It was also observed that certain categories of posts, being at lower levels, precisely from Sl. No. 1 to 13 in Lok Sabha Secretariat in Appendix-I and Sl. No. 1 to 10 in Rajya Sabha Secretariat in Appendix-II of the Report need to be given one level higher Grade Pay just to give them some financial benefit. Accordingly, the Grade Pay of Rs. 1800 may be raised to Rs. 1900, Grade Pay of Rs. 1900 to Rs. 2000 and the Grade Pay of Rs. 2000 may be raised to Rs. 2200.

3.7 Merger of Scales:

As per the recommendations of the Sixth Central Pay Commission, certain posts in the pre-revised scales of Rs. 6500-10500 and Rs. 7450-11500 which are spread across various Ministries and Departments of Government of India have been merged with effect from 1st January, 2006. In Lok Sabha and Rajya Sabha Secretariats, since the posts in the pre-revised scale of Rs. 7450-11500 are considered as incentive grades for providing promotional opportunities to the incumbents, merger of posts may lead to hierarchical imbalance and stagnation of persons and hence no merger of posts is proposed.

3.8 Parliamentary Allowance:

The employees of both the Secretariats, in their written Memoranda and during their hearing before the Committee, demanded Parliamentary Service Pay @ 25% - 30% of the basic pay *plus* Dearness Allowance *on the line* of Military Service Pay [MSP], Non-Practicing Allowance given to medical posts and Special Incentive Allowance for various posts in CBI. This demand was also supported by the Members of the Committee during the deliberations on the draft proposals.

The Committee note that as per the recommendations of the Third Parliamentary Pay Committee, the employees of both the Secretariats are being granted Parliamentary/ Sessional Allowance during session periods. The Committee also note that the entire parliamentary staff are equally busy during inter-session periods attending to Parliamentary Committees and other urgent nature of work.

It is proposed that the employees of both the Secretariats may be granted Parliamentary Allowance throughout the year. The Parliamentary Allowance may be treated as pay for the purpose of computing Dearness Allowance and other allowances as well as for calculation of retirement benefits. The Parliamentary Allowance may be granted at the following rates:—

Sl. No.	Category of Posts	Rate
1.	Posts in Pay Band-1	25% of Basic Pay
2.	Posts in Pay Band-2	20% of Basic Pay
3.	Posts in Pay Band-3	15% of Basic Pay
4.	Posts in Pay Band-4 and above	10% of Basic Pay

3.9 Time scale promotions:

Though the problem of stagnation was addressed in the year 2007 by cadre-review exercise with follow-up action in both the Secretariats, there are certain levels of posts where the problem persists. The Rajya Sabha Secretariat has attempted to overcome this problem partly by providing combined cadre strength of two or more grades in various Services and applying time scale promotions in these grades within the combined cadre strength subject to completion of minimum period of service in the lower grade and fitness for promotion. Introduction of similar time-scale promotions in Lok Sabha Secretariat will also go a long way in meeting the genuine aspirations of their employees.

3.10 Anomalies:

Efforts should be made to resolve anomalies, if any, that may arise after the implementation of the recommendations of the Parliamentary Pay Committee.

IV
RECOMMENDATIONS
PART-A
PAY STRUCTURE

4.1 Keeping in view the relevant factors outlined in the earlier Section, the Committee recommend that the changes proposed with reference to provisionally adopted structure of pay, as indicated in Appendix-I and Appendix-II, may be accepted for implementation in different Services in Lok Sabha and Rajya Sabha Secretariats respectively.

4.2 The Committee recommend that the changes proposed as indicated in the Appendix-I and Appendix-II as well as grant of Parliamentary Allowance may come into force with effect from 1st January, 2006. The revised pay of the employees in both the Secretariats may be fixed on the model of the provisions contained in the CCS (Revised Pay) Rules 2008. The changes proposed in the context of reimbursement of Newspaper/Telephone expenditure may come into force with effect from the date of issue of orders by the respective Secretariats.

4.3 The Committee note that the first instalment of arrears (40% of the total arrears) on account of provisional revision of scales of pay etc. has been paid to the employees of both the Lok Sabha and Rajya Sabha Secretariats in cash. The Committee recommend that the arrears as worked out on the basis of implementation of the recommendations of this Committee may be paid during the next financial year in cash.

4.4 In all other matters not specifically discussed in this Report, the orders issued by the Government of India from time to time on the basis of the recommendation of the Sixth Central Pay Commission may be made applicable subject to the orders of the Chairman/Speaker. Such matters shall, *inter-alia*, include Dearness Allowance, House Rent Allowance, Transport Allowance, Travelling Allowance, Leave Travel Concessions, Educational Facilities and Allowances, Death-cum-retirement Benefits, Leave Entitlement, Medical Facilities, etc.

4.5 The Committee also recommend in certain cases change in the designation etc. The Committee hope that necessary follow-up action will be taken by the respective Secretariats to incorporate the required changes in the relevant Recruitment Rules.

4.6 Under the Central Civil Services (Classification, Control and Appeal) Rules, 1965 as adopted by both Lok Sabha and Rajya Sabha Secretariats, various posts are classified into four categories, viz., Groups "A", "B", "C" and "D". The Committee have been informed that consequent upon implementation of the recommendations of the Sixth Central Pay Commission, the Government have not yet issued orders regarding classification of posts. The Committee are, therefore, of the view that till such orders are issued, the classification of posts in both the Secretariats may continue as per the pre-revised scales of pay. After the orders in the matter are issued by the Government, the necessary orders may be issued by the respective Secretariats.

PART-B
ALLOWANCES, AMENITIES, FACILITIES ETC.

4.7 In the written memoranda and during the course of hearing before the Committee, the office bearers of Employees Associations, Senior Officers and Service Representatives of both the Secretariats had demanded that they should be provided with some special allowances, amenities and facilities. Some Members of Parliament have also given their suggestions/views for consideration of the Committee.

4.8 The observations/recommendations of the Committee on those issues are as follows:—

I. Suggestions/views which have been accepted/partly accepted by the Committee:

Sl. No.	Suggestions/views	Recommendations															
1.	Parliamentary Service Pay @ 25% — 30% of the basic pay + Dearness Allowance may be given throughout the year	<p>The employees of both the Secretariats may be granted *Parliamentary Allowance throughout the year, at the following rates:—</p> <table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: center;">Sl. No.</th> <th style="text-align: center;">Category of Posts</th> <th style="text-align: center;">Rate</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1.</td> <td>Posts in Pay Band-1</td> <td>25% of Basic Pay</td> </tr> <tr> <td style="text-align: center;">2.</td> <td>Posts in Pay Band-2</td> <td>20% of Basic Pay</td> </tr> <tr> <td style="text-align: center;">3.</td> <td>Posts in Pay Band-3</td> <td>15% of Basic Pay</td> </tr> <tr> <td style="text-align: center;">4.</td> <td>Posts in Pay Band-4</td> <td>10% of Basic Pay</td> </tr> </tbody> </table> <p>The Parliamentary Allowance may be treated as pay for the purpose of computing Dearness Allowance and other allowances as well as for calculation of retirement benefits.</p>	Sl. No.	Category of Posts	Rate	1.	Posts in Pay Band-1	25% of Basic Pay	2.	Posts in Pay Band-2	20% of Basic Pay	3.	Posts in Pay Band-3	15% of Basic Pay	4.	Posts in Pay Band-4	10% of Basic Pay
Sl. No.	Category of Posts	Rate															
1.	Posts in Pay Band-1	25% of Basic Pay															
2.	Posts in Pay Band-2	20% of Basic Pay															
3.	Posts in Pay Band-3	15% of Basic Pay															
4.	Posts in Pay Band-4	10% of Basic Pay															
2.	Reimbursement of Newspaper expenditure.	<p>The existing rate(s) of reimbursement of expenditure incurred on newspapers/magazines for officers of both the Secretariats be revised as under:—</p> <table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: center;">Post(s)</th> <th style="text-align: center;">Existing rate per month</th> <th style="text-align: center;">Revised rate per month</th> </tr> </thead> <tbody> <tr> <td>Joint Secretary</td> <td style="text-align: center;">Rs 500</td> <td style="text-align: center;">Rs 750</td> </tr> <tr> <td>Director & equivalent and Additional Director & equivalent</td> <td style="text-align: center;">Rs. 250</td> <td style="text-align: center;">Rs 375</td> </tr> <tr> <td>Deputy Secretary & equivalent</td> <td style="text-align: center;">Rs. 150</td> <td style="text-align: center;">Rs. 225</td> </tr> <tr> <td>Under Secretary & equivalent and Executive Officer & equivalent</td> <td style="text-align: center;">Rs. 100</td> <td style="text-align: center;">Rs 150</td> </tr> </tbody> </table>	Post(s)	Existing rate per month	Revised rate per month	Joint Secretary	Rs 500	Rs 750	Director & equivalent and Additional Director & equivalent	Rs. 250	Rs 375	Deputy Secretary & equivalent	Rs. 150	Rs. 225	Under Secretary & equivalent and Executive Officer & equivalent	Rs. 100	Rs 150
Post(s)	Existing rate per month	Revised rate per month															
Joint Secretary	Rs 500	Rs 750															
Director & equivalent and Additional Director & equivalent	Rs. 250	Rs 375															
Deputy Secretary & equivalent	Rs. 150	Rs. 225															
Under Secretary & equivalent and Executive Officer & equivalent	Rs. 100	Rs 150															

*At their meeting held on 31.03.2009, Chairman, Rajya Sabha & Speaker, Lok Sabha decided that the Parliamentary Allowance may be increased by four times the existing rate and may be paid throughout the year without being counted for the purpose of grant of DA, HRA and retirement benefits.

Sl. No.	Suggestions/views	Recommendations
3.	Reimbursement of Telephone expenditure.	In addition to the Officers already entitled for this facility, all officers of Lok Sabha and Rajya Sabha Secretariats with Grade Pay of Rs. 7600 in the pay band of Rs. 15600-39100 may be provided the facility of reimbursement of telephone expenditure at admissible rates.
4.	Time scale promotions.	Time scale promotions in certain grades within the combined cadre strength of two or more grades in various Services may be introduced in Lok Sabha Secretariat.
5.	Cadre review atleast once in 5 years.	Cadre Reviews of all the Services in both the Secretariats may be undertaken every 5 years.
6.	Change in nomenclature of "Watch & Ward, Door Keeping & Sanitation Service".	The nomenclature may be changed to "Parliament Security Service".

II. Suggestions/views to be looked into administratively:

Section A – General

Sl. No.	Suggestions/views
1.	Increase in residential accommodation.
2.	Availability of transport facility to employees working beyond 2000 hours residing in Delhi/ NCR.
3.	Training facility to employees within India and abroad.
4.	Rectification of anomalies arising out of exercise of Cadre Review.
5.	Accommodation to the employees of the Secretariats in the State Government Guest Houses/MLA Hostels/Circuit Houses etc. during their brief visits to the States by taking up the matter with State Governments.
6.	Resolution of anomalies, if any, arising out of implementation of the recommendations of the Committee.

Section B – Issues specific to Lok Sabha Secretariat

Sl. No.	Suggestions/views
1.	Provision of single women accommodation [already implemented].
2.	Interaction with Lok Sabha Employees Association on various policy matters.
3.	Effectiveness of Grievance Redressal Mechanism.
4.	Promotion of recreation activities.
5.	Stagnation in the grade of Library Attendant.
6.	The post of Marshal in Watch and Ward Service is an ex-cadre post at the level of Security Officer. In order to give promotional avenue to the incumbent,

Sl. No.	Suggestions/views
	an ex-cadre post of Assistant Director (Marshal) was also created with effect from 9th May, 2000. At present, Assistant Director (Marshal) does not have promotional avenues. The Committee recommend that Administration may look into the feasibility of upgrading the post of Assistant Director (Marshal) to the next higher grade on tenure basis. Administration may also consider amending the R&CS Rules to enable Marshal/ Assistant Director (Marshal) to retain their position in their parent cadre so that their career elevation is assured in terms of Recruitment Rules and occurrence of vacancies. The posts of Marshal/ Assistant Director (Marshal) may be filled up, in future, on tenure basis.
7.	Pursuant to the recommendation of the third Parliamentary Pay Committee for revision of rates of honorarium to Reporters and Interpreters for covering conferences, meetings etc. of other Ministries/Departments etc., the matter was taken up with Department of Personnel and Training, Government of India. Accordingly, the orders were issued by Department of Personnel and Training and the rates were revised from Rs. 80/- to Rs. 250/- per day. The present request for enhancement of the honorarium may be taken up with the Department of Personnel and Training.

III. Suggestions/views which have not been accepted by the Third Parliamentary Pay Committee:

The following issues raised by the employees/Associations had been dealt with by the Third Parliamentary Pay Committee and have not been agreed to by this Committee for the reasons stated in the report of the Third Pay Committee as there are no fresh grounds for review:—

Sl. No.	Suggestions/views
1.	Introduction of a new scheme of cashless medical facilities instead of CGHS and opening of CGHS dispensary in Parliament House Complex.
2.	Uniforms to all employees and uniform to Drivers on annual basis.
3.	Reimbursement of telephone expenditure to all employees.
4.	Extension of reimbursement of Newspaper expenditure to all employees.
5.	Night Duty Allowance to Drivers and Watch & Ward staff.
6.	Extension of the facility of Washing Allowance to all uniformed employees and enhancement of rate to Rs. 1000/- per month.
7.	Periodic increase in overtime allowance @ 10% per annum.
8.	Comprehensive life insurance cover to all employees.
9.	Risk allowance to Drivers.
10.	Risk insurance scheme for employees in Watch & Ward Service.
11.	Increase in the Transport Allowance.
12.	Reimbursement of Children Education Allowance on actual basis.
13.	Flexi-hours for employees.

IV. The following suggestions/views may not be agreed to as they are governed by Rules of Government of India as adopted by the respective Secretariats. Hence, no special dispensation may be made:

1. Increase in "Fitment Factor" for fixation of pay from 1.86 to 2.25, 2.33, 2.50 or 2.61 may not be accepted as the fitment factors for different grades of pay have been worked out by the Government on certain basis. Any alteration in the fitment factor may distort the pay structure at different levels. Besides, as additional financial benefit has been proposed by the Committee for all categories of employees, there is hardly any justification for altering the fitment factor.
2. Grant of subsidy on loans availed by the employees from various financial institutions.
3. Grant of LTC [Home Town] on yearly basis and LTC [All India] bi-annually.
4. Increase in the age of retirement of officers/staff.
5. Grant of Financial Upgradation under Assured Career Progression after completion of 8 years of service in a grade.
6. Replacement of New Pension Scheme by Old Pension Scheme.
7. Grant of House Building Advance twice during the entire service.
8. Grant of Medical Leave upto one week to all gazetted officers without requirement of prescription by a Government Doctor as prescribed under the Rules.
9. Enhancement of Paternity Leave to one month.

V. Suggestions/views which have not been accepted by the Committee:

Sl. No.	Suggestions/views
1.	Merger of posts in the pre-revised scale of Rs. 6500-10500 and Rs. 7450-11500 may not be accepted as the posts in the pre-revised scale of Rs. 7450-11500 are considered as incentive grade for providing promotional opportunities to the incumbents.
2.	Service specific encadrement of the post(s) of Joint Secretary and Additional Secretary in Lok Sabha Secretariat has not been agreed to.
3.	Request for uniform rate of increment is not accepted as there should be a system of differential increment as introduced by the Government of India to provide incentive to employees adjudged high achievers.
4.	Provision of laptop computers to officers in the grade of Under Secretary and above is not accepted as already there is provision for grant of computer advance to employees of both the Secretariats.
5.	Grant of Special Increment to employees with higher qualifications viz., M.Phil. or Ph.D. may not be accepted as it would create anomalies in the pay of employees.

Sl. No.	Suggestions/views
6.	Grant of Electricity Allowance to employees and grant of academic allowance to the extent of Rs. 20,000 per annum to certain categories of employees is not acceptable as there is no justification for such allowances.
7.	Rectification of anomalies arising out of implementation of recommendations of earlier Parliamentary Pay Committees is not feasible as it would be very difficult to re-open the cases at this stage.
8.	Filling up of 50% of supervisory posts in Printing and Publications Service in Lok Sabha Secretariat from employees possessing diploma qualifications is not accepted as the Recruitment Rules of Printing & Publications Service were amended/modified and technical qualifications were suitably incorporated on functional basis.

V
POSITION OF SECRETARY-GENERAL

5.1 The post of Secretary-General is of crucial importance in the conduct of the proceedings and the management of the administration of the House and its instrumentalities. The Secretary-General has dual role—the first being the Secretary-General of the House in which capacity he renders advice to the Presiding Officer as well as the House on all matters relating to the running of the House and its Committees and the second being the Secretary-General of the Secretariat of the House. In the latter role, he acts as the head of the administration. In recognition of the position of importance occupied by the Secretary-General, this post was elevated to the rank of Cabinet Secretary in the Government many years ago. However, the Committee have been informed that necessary amendment has not yet been carried out in the Warrant of Precedence by the Ministry of Home Affairs. The Committee desire that immediate steps should be taken to amend the Warrant of Precedence to place the Secretaries-General in the proper category.

5.2 Secretary-General of the House should possess deep knowledge of the rules of the House and its practice and conventions. He should also possess sound knowledge of law and the Constitution. He should be one who has proven capabilities to manage the affairs relating to the House and its Secretariat.

5.3 The age of retirement of the Secretary-General, as per the rule, is 62 years. However, this does not apply to those who are appointed on the basis of contract. The Committee do not find it necessary to suggest any amendment to the Recruitment and Conditions of Service Orders governing the appointment of Secretary-General which are in force at present. The Committee feel that the present rule relating to the appointment provides enough flexibility to the Speaker to select the most suitable person for the post of Secretary-General and also retain him in the service of the House irrespective of his age. The overriding consideration is the services of an experienced and competent officer being made available to the House.

APPENDIX-1

[Vide para 4.1]

STATEMENT SHOWING THE CHANGES PROPOSED WITH REFERENCE TO PROVISIONALLY ADOPTED STRUCTURE OF PAY FOR VARIOUS POSTS
IN THE LOK SABHA SECRETARIAT

Sl. No.	Post	Service	Scale of pay (as on 31.12.2005)	Provisionally adopted* structure of pay/replacement scale of GOI			Categories in which changes are proposed with reference to provisionally adopted structure of pay			Revised designation
				Pay Band	Pay Bands/Scale	Grade Pay	Pay Band	Pay Band/Scale	Grade Pay	
(1)	(2)	(3)	(4)	(5)(a)	(5)(b)	(5)(c)	(6)(a)	(6)(b)	(6)(c)	(7)
1.	Sanitary Attendant Grade-III	W&W	2750-70-3800-75-4400	PB-1	5200-20200	1800	—	—	1900	—
2.	Fanash	W&W	2750-70-3800-75-4400	PB-1	5200-20200	1800	—	—	1900	—
3.	Attendant Grade-III	Messengers	2750-70-3800-75-4400	PB-1	5200-20200	1800	—	—	1900	—
4.	Sanitary Attendant Grade-II	W&W	3050-75-3950-80-4590	PB-1	5200-20200	1800	—	—	2000	—
5.	Attendant Grade-II	Messengers	3050-75-3950-80-4590	PB-1	5200-20200	1800	—	—	2000	—
6.	Record Sorter	Chemical	3200-85-4900	PB-1	5200-20200	2000	—	—	2200	—
7.	Junior Library Attendant	LARRO	3200-85-4900	PB-1	5200-20200	2000	—	—	2200	—
8.	Warehouseman	P&Ds	3200-85-4900	PB-1	5200-20200	2000	—	—	2200	—
9.	Security Guard	W&W	3200-85-4900	PB-1	5200-20200	2000	—	—	2200	—
10.	Security Guard (Dog Handler)	W&W	3200-85-4900	PB-1	5200-20200	2000	—	—	—	—
11.	Security Guard (Kennelman/Cook)	W&W	3200-85-4900	PB-1	5200-20200	2000	—	—	2200	—
12.	Sanitary Attendant Grade-I	W&W	3200-85-4900	PB-1	5200-20200	2000	—	—	2200	—
13.	Chamber Attendant	Messengers	3200-85-4900	PB-1	5200-20200	2000	—	—	2200	—
14.	Muralist	LAFEA	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
15.	Staff Car Driver (Ordinary Grade)	LAFEA	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
16.	Van Driver	LAFEA	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
17.	Despatch Rider	LAFEA	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
18.	Senior Library Attendant	LARROX	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
19.	Reprograph Operator	P&Ps	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
20.	Bonder Grade-II	P&Ps	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
21.	Senior Security Guard	W&W	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
22.	Sanitary Attendant (Special Grade)	W&W	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
23.	Junior Clerk	Chemical	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
24.	Senior Chamber Attendant	Messengers	4000-100-6000	PB-1	5200-20200	2400	—	—	—	—
25.	Staff Car Driver Grade-II	LAFEA	4500-125-7000	PB-1	5200-20200	2800	—	—	—	—
26.	Printer	P&Ps	4500-125-7000	PB-1	5200-20200	2800	—	—	—	—

(1)	(2)	(3)	(4)	(5)(i)	(5)(ii)	(5)(iii)	(6)(i)	(6)(ii)	(6)(iii)	(7)
27	Compositor	P&Ps	4500-125-7000	PB-1	5200-20200	2800	--	--	--	--
28	Junior Proof Reader	P&Ps	4500-125-7000	PB-1	5200-20200	2800	--	--	--	--
29	Xerox Operator	P&Ps	4500-125-7000	PB-1	5200-20200	2800	--	--	--	Reprographer Grade I
30	Binder Grade-I	P&Ps	4500-125-7000	PB-1	5200-20200	2800	--	--	--	--
31	Senior Chamber Attendant (Spl. Grade)	Messengers	4500-125-7000	PB-1	5200-20200	2800	--	--	--	--
32	Staff Car Driver Grade-I	LAFEA	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
33	Stenographer	PSS	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
34	DTP Operator	P&Ps	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
35	Lithographic Operator	P&Ps	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
36	Proof Reader	P&Ps	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
37	Senior Xerox Operator	P&P	5000-150-8000	PB-2	9300-34800	4200	--	--	--	Senior Reprographer
38	Senior Binder	P&Ps	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
39	Security Assistant Grade-II	W&W	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
40	Security Assistant Grade-II (Technical)	W&W	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
41	Security Assistant Grade-II (Pharmacist)	W&W	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
42	Senior Clerk	Clerical	5000-150-8000	PB-2	9300-34800	4200	--	--	--	--
43	Junior Library Assistant	LARRDI	5500-175-9000	PB-2	9300-34800	4200	--	--	--	--
44	Junior Production Assistant	P&Ps	5500-175-9000	PB-2	9300-34800	4200	--	--	--	--
45	Staff Car Driver (Special Grade)	LAFEA	5500-175-9000	PB-2	9300-34800	4200	--	--	4600	--
46	Executive/Legislative/Committee/ Protocol Assistant	LAFEA	6500-200-10500	PB-2	9300-34800	4200	--	--	4600	--
47	Senior Library Assistant	LARRDI	6500-200-10500	PB-2	9300-34800	4200	--	--	4600	--
48	Personal Assistant	PSS	6500-200-10500	PB-2	9300-34800	4200	--	--	4600	--
49	Printing Assistant	P&Ps	6500-200-10500	PB-2	9300-34800	4200	--	--	4600	--
50	Production Assistant	P&Ps	6500-200-10500	PB-2	9300-34800	4200	--	--	4600	--
51	Hindi Assistant	E&T	6500-200-10500	PB-2	9300-34800	4200	--	--	4600	--
52	Security Assistant Grade-I	W&W	6500-200-10500	PB-2	9300-34800	4200	--	--	4600	--
53	Security Assistant Grade-I (Technical)	W&W	6500-200-10500	PB-2	9300-34800	4200	--	--	4600	--
54	Senior Executive/Legislative/ Committee/Protocol Assistant	LAFEA	7450-225-11500	PB-2	9300-34800	4600	--	--	4800	--
55	Research/Reference Assistant	LARRDI	7450-225-11500	PB-2	9300-34800	4600	--	--	4800	--
56	Senior Personal Assistant	PSS	7450-225-11500	PB-2	9300-34800	4600	--	--	4800	--
57	Senior Printing Assistant	P&Ps	7450-225-11500	PB-2	9300-34800	4600	--	--	4800	--
58	Translator	E&T	7450-225-11500	PB-2	9300-34800	4600	--	--	4800	--
59	Senior Security Assistant	W&W	7450-225-11500	PB-2	9300-34800	4600	--	--	4800	--
60	Senior Security Assistant (Technical)	W&W	7450-225-11500	PB-2	9300-34800	4600	--	--	4800	--
61	Executive/Legislative/Committee/ Protocol Officer	LAFEA	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--

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62	Welfare Officer[Ex-cadre]	LAFEA	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
63	Research/Reference Officer	LARRDI	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
64	Parliamentary Reporter Grade-II	Reporting	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
65	Private Secretary	PSS	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
66	Parliamentary Interpreter Grade-II	Interpretation	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
67	Manager of Printing	P&Ps	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
68	Production Officer	P&Ps	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
69	Assistant Editor	E&T	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
70	Security Officer	W&W	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
71	Security Officer [Technical]	W&W	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
72	Marshal [Ex-cadre]	W&W	8000-275-13500	PB-2#	9300-34800	5400	--	--	--	--
73	Under Secretary	LAFEA	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
74	Deputy Director [LARRDIS]	LARRDI	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
75	Senior Private Secretary	PSS	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
76	Parliamentary Interpreter Grade-I	Interpretation	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
77	Assistant Director [Printing & Publications]	P&PS	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
78	Editor	E&T	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
79	Assistant Director [Security]	W&W	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
80	Assistant Director [Marshal] [Ex-cadre]	W&W	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
81	Assistant Director [Technical]	W&W	10000-325-15200	PB-3	15600-39100	7600	--	--	--	--
82	Parliamentary Reporter Grade-I	Reporting	10650-325-15850	PB-3	15600-39100	7600	--	--	--	--
83	Deputy Secretary Grade-II	LAFEA	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Deputy Secretary
84	Joint Director [LARRIS] Grade-II	LARRDI	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Joint Director [LARRDIS]
85	Joint Director [Reporting] Grade-II	Reporting	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Joint Director [Reporting]
86	Joint Director [PSS] Grade-II	PSS	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Joint Director [PSS]
87	Joint Director [Interpretation] Grade-II	Interpretation	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Joint Director [Interpretation]
88	Joint Director [Printing] Grade-II	P&Ps	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Joint Director [Printing]
89	Joint Director [Translation] Grade-II	E&T	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Joint Director [Translation]
90	Joint Director [Security] Grade-II	W&W	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Joint Director [Security]
91	Deputy Director [Technical]	W&W	12000-375-16500	PB-3	15600-39100	7600	--	--	--	Additional Director
92	Deputy Secretary Grade-I	LAFEA	12750-375-16500	PB-3	15600-39100	7600	--	--	8000	Additional Director

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(1)	(2)	(3)	(4)	(5)(i)	(5)(ii)	(5)(iii)	(6)(i)	(6)(ii)	(6)(iii)	(7)
93.	Joint Director [LARRDIS] Grade-I	LARRDI	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	Additional Director [LARRDIS]
94.	Joint Director [Reporting] Grade-I	Reporting	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	Additional Director [Reporting]
95.	Joint Director [PSS] Grade-I	PSS	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	Additional Director [PSS]
96.	Joint Director [Interpretation] Grade-I	Interpretation	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	Additional Director [Interpretation]
97.	Joint Director [Printing] Grade-I	P&Ps	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	Additional Director [Printing]
98.	Joint Director [Translation] Grade-I	E&T	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	Additional Director [Translation]
99.	Joint Director [Security] Grade-I	W&W	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	Additional Director [Security]
100.	Joint Director [Technical]	W&W	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
101.	Director	LAFEA	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
102.	Director [LARRDIS]	LARRDI	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
103.	Director [Reporting]	Reporting	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
104.	Director [PSS]	PSS	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
105.	Director [Interpretation]	Interpretation	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
106.	Director [Printing]	P&Ps	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
107.	Director [Translation]	E&T	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
108.	Director [Security]	W&W	16400-450-20000	PB-4	37400-67000	8900	—	—	—	—
109.	Joint Secretary	—	18400-500-22400	PB-4	37400-67000	10000	—	—	—	—
110.	Additional Secretary	—	22400-525-24500	PB-4	37400-67000	12000	—	—	—	—
111.	Secretary	—	26000 [Fixed]	Apex Scale	80000 (fixed)	Nil	—	—	Nil	—
112.	Secretary General	—	30000 [Fixed]	Cab. Sec.	80000 (fixed)	Nil	—	—	Nil	—

* Adopted vide R&CS Order No. PA-461/08 dated 04.09.2008.

Group 'A' posts in pre-revised scales of pay and therefore are to be placed in PB-3.

^ The scale of pay of Rs. 10650-325-15850 attached to the post of Parliamentary Reporter Grade — I [pre-revised designation] and placed in the Pay Band of Rs. 15600-39100 with Grade Pay of Rs. 6600 at the time of provisional implementation was merged with the post of Senior Parliamentary Reporter [revised designation — Joint Director (Reporting) Grade - II] in the scale of pay of Rs. 12000-375-16500 with effect from 21st February, 2007 vide R&CS Order No. PDA-1152/2007 dated 21st February, 2007.

Notations:

LAFEA	Legislative, Financial Committee, Executive and Administrative Service.
LARRDIS	Library, Reference, Research, Documentation and Information Service.
Reporting	Verbatim Reporting Service.
PSS	Private Secretaries and Stenographic Service.
Interpretation	Simultaneous Interpretation Service.
P&Ps	Printing and Publications Service.
E&T	Editorial and Translation Service.
W&W	Watch & Ward, Door Keeping and Sanitation Service.
Clerical	Clerical Service
Messengers	Messengers Service.

APPENDIX-II

[Vide Para 4.1]

Statement showing the Changes proposed with Reference to Provisionally Adopted Structure of Pay for Various Posts in the Raja Sabha Secretariat

(In Rs.)

Sl. No.	Post	Service	Scale of pay [as on 31.12.2005]	Provisionally adopted* structure of pay/replacement scale of GOI			Categories in which changes are proposed with reference to provisionally adopted structure of pay			Revised designation
				Pay Band	Pay Bands/Scale (5)(ii)	Grade Pay (5)(iii)	Pay Band (6)(i)	Pay Band/Scale (6)(ii)	Grade Pay (6)(iii)	
(1)	(2)	(3)	(4)						(7)	
1.	Sanitary Attendant Grade-III	W&W	2750-70-3800-75-4400	PB-1	5200-20200	1800	---	---	1900	---
2.	Farrash	W&W	2750-70-3800-75-4400	PB-1	5200-20200	1800	---	---	1900	---
3.	Attendant Grade-III	Messenger	2750-70-3800-75-4400	PB-1	5200-20200	1800	---	---	1900	---
4.	Attendant Grade-III (Ex-Cadre)	Messenger	2750-70-3800-75-4400	PB-1	5200-20200	1800	---	---	1900	---
5.	Bearer	Messenger	2750-70-3800-75-4400	PB-1	5200-20200	1800	---	---	1900	---
6.	Cleaner-cum-Helper	Drivers	2750-70-3800-75-4400	PB-1	5200-20200	1800	---	---	1900	---
7.	Sanitary Attendant Grade-II	W&W	3050-75-3950-80-4590	PB-1	5200-20200	1900	---	---	2000	---
8.	Attendant Grade-II	Messenger	3050-75-3950-80-4590	PB-1	5200-20200	1900	---	---	2000	---
9.	Sanitary Attendant Grade-I	W&W	3200-85-4900	PB-1	5200-20200	2000	---	---	2200	---
10.	Attendant Grade-I/Chamber Attendant	Messenger	3200-85-4900	PB-1	5200-20200	2000	---	---	2200	---
11.	Staff Car Driver (Ordinary Grade)	Drivers	4000-100-6000	PB-1	5200-20200	2400	---	---	---	---
12.	Despatch Rider	Drivers	4000-100-6000	PB-1	5200-20200	2400	---	---	---	---
13.	Resograph Operator	P&Ps	4000-100-6000	PB-1	5200-20200	2400	---	---	---	---
14.	Adrema Operator	P&Ps	4000-100-6000	PB-1	5200-20200	2400	---	---	---	---
15.	Binder Grade-II	P&Ps	4000-100-6000	PB-1	5200-20200	2400	---	---	---	---
16.	Junior Clerk	LAFEA	4000-100-6000	PB-1	5200-20200	2400	---	---	---	---
17.	Personal Attendant to Chairman/Senior Chamber Attendant	Messenger	4000-100-6000	PB-1	5200-20200	2400	---	---	---	---
18.	Light Assistant	Lamd	4000-100-6000	PB-1	5200-20200	2400	---	---	---	---
19.	Staff Car Driver Grade-II	Drivers	4500-125-7000	PB-1	5200-20200	2800	---	---	---	---
20.	Junior Proof Reader	P&Ps	4500-125-7000	PB-1	5200-20200	2800	---	---	---	---
21.	Xerox Operator	P&Ps	4500-125-7000	PB-1	5200-20200	2800	---	---	---	Reprographer
22.	Binder Grade-I	P&Ps	4500-125-7000	PB-1	5200-20200	2800	---	---	---	---
23.	Staff Car Driver Grade-I	Drivers	5000-150-8000	PB-2	9300-34800	4200	---	---	---	---
24.	Stenographer	PSS	5000-150-8000	PB-2	9300-34800	4200	---	---	---	---
25.	Proof Reader	P&Ps	5000-150-8000	PB-2	9300-34800	4200	---	---	---	---
26.	IBM Operator	P&Ps	5000-150-8000	PB-2	9300-34800	4200	---	---	---	---

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27.	Security Assistant Grade-II	W&W	5000-150-8000	PB-2	9300-34800	4200	---	---	---	---
28.	Senior Clerk	LAFEA	5000-150-8000	PB-2	9300-34800	4200	---	---	---	---
29.	Camerman	LARRDI	5000-150-8000	PB-2	9300-34800	4200	---	---	---	---
30.	Junior Library Assistant	LARRDI	5000-175-9000	PB-2	9300-34800	4200	---	---	---	---
31.	Staff Car Driver [Special Grade]	Drivers	5500-175-9000	PB-2	9300-34800	4200	---	---	---	---
32.	Legislative/Committee/Protocol Executive Assistant	LAFEA	6500-200-10500	PB-2	9300-34800	4200	---	---	4600	---
33.	Personal Assistant	PSS	6500-200-10500	PB-2	9300-34800	4200	---	---	4600	---
34.	Printing Assistant	P&Ps	6500-200-10500	PB-2	9300-34800	4200	---	---	4600	---
35.	Security Assistant Grade-I	W&W	6500-200-10500	PB-2	9300-34800	4200	---	---	4600	---
36.	Security Assistant Grade-I (Technical)	W&W	6500-200-10500	PB-2	9300-34800	4200	---	---	4600	---
37.	Senior Legislative/Committee/Protocol/Executive Assistant	LAFEA	7450-225-11500	PB-2	9300-34800	4800	---	---	4800	---
38.	Research Assistant	LARRDI	7450-225-11500	PB-2	9300-34800	4800	---	---	4800	---
39.	Senior Printing Assistant	P&Ps	7450-225-11500	PB-2	9300-34800	4800	---	---	4800	---
40.	Translator	E&T	7450-225-11500	PB-2	9300-34800	4800	---	---	4800	---
41.	Senior Security Assistant	W&W	7450-225-11500	PB-2	9300-34800	4800	---	---	4800	---
42.	Senior Security Assistant (Technical)	W&W	7450-225-11500	PB-2	9300-34800	4800	---	---	4800	---
43.	Legislative/Committee/Protocol/Executive Officer	LAFEA	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
44.	Research Officer	LARRDI	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
45.	Junior Parliamentary Reporter	Reporting	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
46.	Private Secretary	PSS	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
47.	Junior Parliamentary Interpreter	Interpretation	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
48.	Printing Officer	P&Ps	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
49.	Editor	E&T	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
50.	Security Officer	W&W	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
51.	Security Officer (Technical)	W&W	8000-275-13500	PB-2#	9300-34800	5400	---	---	---	---
52.	Assistant Director (LAFEA)	LAFEA	10000-325-15200	PB-3#	15600-39100	6600	---	---	---	---
53.	Assistant Director [LARRDIS]	LARRDI	10000-325-15200	PB-3	15600-39100	6600	---	---	---	---
54.	Parliamentary Reporter	Reporting	10000-325-15200	PB-3#	15600-39100	6600	---	---	---	---
55.	Parliamentary Interpreter	Interpretation	10000-325-15200	PB-3	15600-39100	6600	---	---	---	---
56.	Senior Private Secretary	PSS	10000-325-15200	PB-3	15600-39100	6600	---	---	---	---
57.	Assistant Director [P&P]	P&Ps	10000-325-15200	PB-3	15600-39100	6600	---	---	---	---
58.	Assistant Director [E&T]	E&T	10000-325-15200	PB-3	15600-39100	6600	---	---	---	---
59.	Assistant Director [Security]	W & W	10000-325-15200	PB-3	15600-39100	6600	---	---	---	---
60.	Deputy Director [Reporting]	Reporting	10650-325-15850	PB-3	15600-39100	7600	---	---	---	---
61.	Deputy Director [LAFEA]	LAFEA	12000-375-16500	PB-3	15600-39100	7600	---	---	---	---
62.	Deputy Director [LARRDIS]	LARRDI	12000-375-16500	PB-3	15600-39100	7600	---	---	---	---

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(1)	(2)	(3)	(4)	(5)(i)	(5)(ii)	(5)(iii)	(6)(i)	(6)(ii)	(6)(iii)	(7)
63	Deputy Director (PSS)	PSS	12000-375-16500	PB-3	15600-39100	7600	—	—	—	—
64	Deputy Director (Interpretation)	Interpretation	12000-375-16500	PB-3	15600-39100	7600	—	—	—	—
65	Deputy Director (P&P)	P&Ps	12000-375-16500	PB-3	15600-39100	7600	—	—	—	—
66	Deputy Director (E&T)	E&T	12000-375-16500	PB-3	15600-39100	7600	—	—	—	—
67	Deputy Director (Security)	W&W	12000-375-16500	PB-3	15600-39100	7600	—	—	—	—
68	Deputy Director (Technical)	W&W	12000-375-16500	PB-3	15600-39100	7600	—	—	—	—
69	Joint Director (LAFEA)	LAFEA	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
70	Joint Director (LARRDIS)	LARRDIS	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
71	Joint Director (Reporting)	Reporting	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
72	Joint Director (PSS)	PSS	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
73	Joint Director (Interpretation)	Interpretation	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
74	Joint Director (P&P)	P&Ps	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
75	Joint Director (E&T)	E&T	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
76	Joint Director (Security)	W&W	12750-375-16500	PB-3	15600-39100	7600	—	—	8000	—
77	Director (LAFEA)	LAFEA	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
78	Director (Finance)	LAFEA	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
79	Director (LARRDIS)	LARRDIS	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
80	Director (Reporting)	Reporting	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
81	Director (PSS)	PSS	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
82	Director (Interpretation)	Interpretation	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
83	Director (P&P)	P&Ps	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
84	Director (E&T)	E&T	15100-400-18300	PB-4	37400-67000	8700	—	—	—	—
85	Director (Security)	W&W	16400-450-20000	PB-4	37400-67000	8900	—	—	—	—
86	Joint Secretary (LAFEA)	LAFEA	18400-500-22400	PB-4	37400-67000	10000	—	—	—	—
87	Joint Secretary (LARRDIS)	LARRDIS	18400-500-22400	PB-4	37400-67000	10000	—	—	—	—
88	Joint Secretary (Reporting)	Reporting	18400-500-22400	PB-4	37400-67000	10000	—	—	—	—
89	Joint Secretary (Interpretation)	Interpretation	18400-500-22400	PB-4	37400-67000	10000	—	—	—	—
90	Joint Secretary (E&T)	E&T	18400-500-22400	PB-4	37400-67000	10000	—	—	—	—
91	Additional Secretary		22400-525-24500	PB-4	37400-67000	12000	—	—	—	—
92	Secretary		26000 [Fixed]	Apex Scale	80000 [Fixed]	Nil	—	—	Nil	—
93	Secretary General		30000 [Fixed]	Cab. Sec.	80000 [Fixed]	Nil	—	—	Nil	—

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* Adopted vide R&CS Order No. 3/2008 dated 08.09.2008.

Group 'A' posts in pre-revised scale of pay and therefore are to be placed in PB-3

^ The scale of pay Rs. 10650-325-15850 attached to the post of Parliamentary Reporter Grade-I [pre-revised designation] and placed in the Pay Band of Rs. 15600-39100 with Grade Pay of Rs. 6600 at the time of provisional implementation was merged with the post of Senior Parliamentary Reporter [revised designation—Joint Director (Reporting) Grade-II in the scale of pay of Rs. 12000-375-16500 with effect from 25th June, 2007 vide R&CS Order No. RS/14/2007-Par. Dated 25th June, 2007.

Notations:

LAFEA	Legislative, Financial, Executive and Administrative Service.
LARRDIS	Library, Research, Reference, Documentation and Information Service.
Reporting	Verbatim Reporting Service.
PSS	Private Secretaries and Stenographic Service.
Interpretation	Simultaneous Interpretation Service.
P&Ps	Printing and Publications Service.
E&T	Editorial and Translation Service.
W&W	Watch & Ward, Door Keeping and Sanitation Service.
Drivers	Drivers & Despatch Riders Service.
Messenger	Messenger Service.

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ANNEXURE

[vide para 3.6.2]

STATEMENT SHOWING PAY SCALES SPECIFIC TO CERTAIN POSTS IN THE CENTRAL SECRETARIAT SERVICE AND
CENTRAL SECRETARIAT STENOGRAPHERS SERVICE OF THE GOVERNMENT OF INDIA

(In Rs.)

Sl. No.	Post	Pre-revised scale	Revised pay structure		
			Pay Band	Pay Band/Scale	Grade Pay
1.	Peon/Safaiwala-cum-Farash	2550-3200	IS-1	4440-7440*	1300*
2.	Daftry/Senior Peon	2610-4000	IS-1	4440-7440*	1400*
3.	Junior Gestetner Operator	2650-4000	PB-1	4440-7440*	1600*
4.	Lower Division Clerk	3050-4590	PB-1	5200-20200	1900
5.	Staff Car Driver (Ordinary Grade)	3050-4590	PB-1	5200-20200	1900
6.	Upper Division Clerk	4000-6000	PB-1	5200-20200	2400
7.	Stenographer Grade 'D'	4000-6000	PB-1	5200-20200	2400
8.	Staff Car Driver Grade-II	4000-6000	PB-1	5200-20200	2400
9.	Staff Car Driver Grade-I	4500-7000	PB-1	5200-20200	2800
10.	Staff Car Driver (Special Grade)	5000-8000	PB-2	9300-34800	4200
11.	Assistant	6500-10500	PB-2	9300-34800	4200
12.	Stenographer Grade 'C' (PA)	6500-10500	PB-2	9300-34800	4200
13.	Section Officer	6500-10500	PB-2	9300-34800	4800
		8000-13500 (After 04 years of approved service)	PB-3	15600-39100	5400
14.	Stenographer Grade 'A' & 'B' merged (PS)	8000-13500 (After 04 years of approved service)	PB-3	15600-39100	5400
		6500-10500 (Revised by Sixth CPC to Rs. 7500-12000 with effect from 1.1.2006)	PB-2	9300-34800	4800
15.	Under Secretary (Grade-I)	10000-15200	PB-3	15600-39100	6600
16.	Principal Private Secretary (PPS)	10000-15200	PB-3	15600-39100	6600
17.	Deputy Secretary (Selection Grade)	12000-16500	PB-3	15600-39100	7600
18.	Senior Principal Private Secretary (Sr. PPS)	12000-16500	PB-3	15600-39100	7600
19.	Director (Sr. Selection Grade)	14300-18300	PB-4	374000-67000	8700

*Incumbents possessing qualification of 10th pass or ITI have been placed in PB-1 [Rs. 5200-20200 + 1800 (Grade Pay)].

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SIGNATURES OF THE MEMBERS IN TOKEN OF ADOPTION OF THE REPORT
OF THE PARLIAMENTARY PAY COMMITTEE ON THE STRUCTURE OF
PAY ALLOWANCES, LEAVE, PENSIONARY BENEFITS, AMENITIES
AND FACILITIES FOR EMPLOYEES OF THE RAJYA SABHA AND
LOK SABHA SECRETARIATS

DIA

(C)

(ANANTH KUMAR)

(PAWAN KUMAR BANSAL)

(NAVALAR RAVI)

(MANOHAR JOSHI)

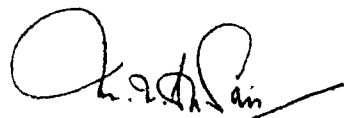
We have gone through the Report of the Pay Committee which we had constituted to advise us on the changes that are considered desirable in the structure of scales of pay, allowances, leave and pensionary benefits to the officers and all categories of employees of both the Rajya Sabha and Lok Sabha Secretariats in the context of the decision of the Government on the recommendations of the Sixth Central Pay Commission.

The Committee have done very useful work and have considered all necessary aspects objectively and judiciously. They have also given full opportunity to the staff and officers to represent their view-points both in writing and in person to the Committee. We congratulate the Committee for the very good work they have done.

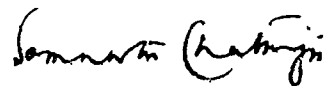
We met twice to consider the recommendations of the Pay Committee. In order to improve upon the pay and allowances of employees of both the Secretariats and in the light of the views expressed by the Minister of State for Finance in this regard *vide* letter dated March 20, 2009 addressed to Hon'ble Speaker, Lok Sabha, we have decided at our second meeting held on 31st March, 2009 that the Parliamentary Allowance may be increased by four times and may be paid throughout the year without being counted for the purpose of grant of DA, HRA and retirement benefits. Subject to this modification, we also agreed to accept all the recommendations of the Pay Committee.

We hereby accord our formal acceptance of the recommendations of the Pay Committee with the modification as mentioned above and direct that the structure of pay, allowances etc. may be implemented immediately.

We also direct that the recommendations in the Report with the said modification may be given effect to simultaneously in the Rajya Sabha and Lok Sabha Secretariats.



(MOHAMMAD HAMIDANSARI)
Chairman,
Rajya Sabha
14.4.09



(SOMNATH CHATTERJEE)
Speaker,
Lok Sabha
13.4.09