

**GOVERNMENT OF MEGHALAYA
FINANCE (PAY REVISION) DEPARTMENT**

No. F(PR) - 42/2009/108.

Dated Shillong, the 17th September, 2009.

**GOVERNMENT RESOLUTION ON THE RECOMMENDATIONS OF THE
FOURTH MEGHALAYA PAY COMMISSION**

The Government of Meghalaya, vide Finance Department's Resolution No. F(PR)-21/2007/33 dated 20th September, 2007, constituted the Fourth Meghalaya Pay Commission to examine the existing structure of emoluments and conditions of service of different categories of Government employees, pension, death-cum-retirement gratuity and other terminal benefits, amenities and facilities such as, Dearness Allowance, Medical Allowance, House Rent Allowance, Hill Compensatory Allowance, Winter Allowance, etc., as well as other relevant and incidental matters that may be referred to the Commission by Government and to recommend changes/revision relating thereto, that may be feasible and desirable. The Commission submitted its Report to the Government in two parts. The first part containing among other things the Interim Report, was submitted on 15th December, 2008 while the second and final Report was submitted on 23rd December, 2008. The Report deals with the floor and ceiling of the revised pay structure, rationalization of pay scales, allowances, loans and advances, pension and other retirement benefits, service conditions, general observations and financial implication of the recommendations.

II. An Empowered Committee was constituted by the Government vide Notification No. F(PR) 2/2009/1 dated 14th January, 2009 to review and examine the recommendations of the Fourth Meghalaya Pay Commission and submit its recommendations thereon. The Empowered Committee submitted its Report to the Government on 31st July, 2009. The Government has given careful consideration to the recommendations of the Pay Commission and the Empowered Committee and has decided as follows:-

PAY STRUCTURE

1.1. The modified/restructured revised pay scales containing 22 Standard Scales of pay will be as given at **Annexure**. The procedure for fixation of pay in the revised scales of existing government employees shall also be laid down in the Rules. Proposals in respect of scales of pay for new posts to be created hereafter should be based on the standard scales consistent with the nature of duties and responsibilities attached to the posts and prescribed educational qualifications.

1.2. The revised pay structure will come into force with effect from 1st January, 2007 and will apply to all categories of State Government employees (other than members of the All India Services & Meghalaya Judicial Service) who are already in service on 1st January, 2007 and those who enter service after the aforesaid date. It shall also be applicable to the members of the work-charged establishment holding scales of pay identical to that admissible to the employees of corresponding categories serving in the regular establishments/service.

1.3. The existing Dearness Allowance up-to 12 monthly index average of 569 points (base 1982 = 100) as applicable on 1st January, 2007 has been fully merged in the revised scales of pay and will no longer be admissible in the revised scales of pay.

1.4. As the revised scales of pay will become effective from 1st January, 2007, all new posts created after that date should be on the revised scales of pay and sanction to the continuance of temporary posts for which the existing sanction expired on or before that date, should be accorded in the revised scales. In the cases of Government employee who opts to retain the existing scale, the said scale will continue as personal to him for the period for which the option will be operative. For this purpose the existing Dearness Allowance will also continue to apply to such Government employee during the period he opted to retain the existing scale.

1.5. The existing system of granting stagnation increment(s) will continue. An employee who has reached the maximum of the scale of pay of the post held by him and completed two years of service at the maximum will be eligible to stagnation increment at the rate last drawn by him and will draw such increment at the interval of two years subject to three increments, in all.

1.6.1. Till the fixation of pay is finally checked by the Accountant General (Audit), the fixation of pay made by the Head of Office in the revised scale will be treated as provisional and he/she will draw the arrears and monthly pay of the staff/officer on the basis of the provisional fixation in the revised scales of pay. The Head of Office shall therefore make it clear to the officers/staff under him that the drawal of the arrears and the pay in the revised scales is subject to adjustments in the light of discrepancies, if any, noticed later. For this purpose every employee shall be required to furnish an undertaking to the effect that any excess payment that may be found to have been made as a result of fixation of pay will be refunded to Government either by adjustment against future payments or by refund through Treasury Challans.

1.6.2. In the case of the Gazetted Officers drawing pay on the authority of the pay slips issued by the Accountant General (A & E), Meghalaya, the provisional fixation of pay in the revised scales shall be made by the Accountant General (A & E), who shall issue the pay slips after obtaining the undertaking from the concerned officers that in case of any excess drawal of pay and allowances, the amount overdrawn shall be refunded to the Government through the Treasury Challan.

PRINCIPLE OF PAY FIXATION AND FITMENT FORMULA

2. The methodology for fixation of initial pay of the State Government employees on their coming over to the revised scales of pay recommended by the Pay Commission at para. 6.13 of its Report has been accepted. Accordingly, the existing basic pay (dearness pay to be excluded) as on 1.1.2007 shall be multiplied by a factor of 2.66 and thereafter the basic pay shall be fixed at the next higher stage in the revised pay scale applicable thereto.

DEARNESS ALLOWANCE

3. The existing pattern of sanctioning Dearness Allowance twice a year, payable on 1st January and 1st July and the use of AICPI (IW) for estimating Dearness Allowance in the revised scales of pay will continue with slight modifications, as follows:-

- (a) With effect from 1.1.2007 Dearness Allowance shall be granted to compensate the price increase above 569 points (Base Year 1982 = 100) / 122.89 points (Base Year 2001 = 100). The AICPI (IW) with the new reference base 2001 shall, henceforth, be used for the purpose of calculating Dearness Allowance till it gets revised.
- (b) The 12 – monthly average price index above 569/122.89 points shall be determined twice a year for the period ending December and June and the percentage increase shall be taken in whole numbers only with fractions of 50 and above to be rounded off and below 50 to be ignored.
- (c) The rate of compensation to the employees over the basic pay at the index average shall also be taken in whole numbers with fractions of 50 and above to be rounded off and below 50 to be ignored.
- (d) 100 percent neutralization shall be allowed uniformly for all employees.

MEDICAL ALLOWANCE

4. The Government has decided to enhance the rate of Medical Allowance to Rs.700/- p.m. and the allowance will be admissible uniformly to all State Government employees/ pensioners/family pension holders, as per existing terms and conditions.

HOUSE RENT ALLOWANCE

5.1. The Government has accepted the recommendation of the Commission that the grant of House Rent Allowance to the government employees on the revised scales of pay shall be based on percentage of pay as indicated below:-

<u>Classification of cities/ towns and other places,</u>	<u>Rate of House Rent Allowance.</u>
(a) Greater Shillong Area :	15% of basic pay subject to a maximum of Rs.4,000/- p.m.
(b) District Headquarters :	12½% of basic pay subject to a maximum of Rs.3,000/- p.m.
(c) Other places :	10% of basic pay subject to a maximum of Rs.2,500/- p.m.

5.2. Licence Fee

The Government has taken note that the existing rates of Licence Fee, which came into effect from 1st January, 1987, are based on the Government of India scheme which does not have any relevance in the Meghalaya context. The Government has, therefore, accepted the recommendations of the Commission for introduction of a new Licence Fee structure, with certain modifications, and the rates of Licence Fee payable by government employees allotted with and occupying government residential accommodation/quarters will be as below:-

Flat Rate of Licence Fee for different types of Government accommodation/quarters.

Type of accommodation	Range of living area (Sq. Mt.)	Proposed flat rate of licence fee uniformly applicable throughout the State	Remarks
1.	2.	3.	4.
A ₁	Upto 30	25	Quarters sharing toilet facilities meant for two or more quarters.
A ₂	Upto 30	60	
B	30 to 50	110	
C	50 to 75	160	
D	75 to 100	250	
E _I	100 to 150	400	
E _{II}	150 to 200	550	
E _{III}	200 to 300	850	
E _{IV}	300 and above	1200	

HOSTEL ACCOMMODATION

- (1) Single Room Rs.150.00 p.m.
(2) Double Room Rs.250.00 p.m.

HILL COMPENSATORY ALLOWANCE

6. The Government has decided that the payment of Hill Compensatory Allowance will be at a uniform rate of Rs.300/- p.m. to all the State Government employees, irrespective of the place of posting.

WINTER ALLOWANCE

7. The Government has decided that the grant of Winter Allowance to the employees will be at the rate of Rs.400/- p.m. and will be admissible for the months of November to February, with the existing norms for determining the applicability of this allowance remaining the same.

TRAVELLING ALLOWANCE

Permanent/Fixed Travelling Allowance:

8.1. The Government has decided that the grant of Permanent/Fixed Travelling Allowance to the following categories of employees on account of the nature of their duties/functions will be as indicated against each:-

I. Local Audit Officers/staff

(i) Audit Officer	Rs.2400/- p.m.
(ii) Auditor	Rs.2150/- p.m.
(iii) Assistant Auditor	Rs.1870/- p.m.
(iv) Peon	Rs.1200/- p.m.

II. Sub-Inspectors of Schools Rs.1000/- p.m.

III. Gram Sevaks/Sevikas Rs. 750/- p.m.

Subject to the condition that they perform a minimum of 15 days field duties in a month.

MILEAGE ALLOWANCE

8.2. The Government has accepted the recommendation of the Pay Commission for continuance of the existing formulation for fixation of Mileage Rates (Allowance) for different types/age of vehicles.

TRANSFER TRAVELLING ALLOWANCE

8.3. The Government has decided to do away with the existing provisions of Transfer Grant and Packing Allowance at different rates involving transfer within the State and outside the N.E.Region. In lieu thereof, a "Composite Grant" of one month's basic pay, with the rider that no "Composite Grant" shall be allowed where no change of residence is involved even in cases where the distance between the two stations is more than 20 Kms, will be admissible to the employees on transfer.

DAILY ALLOWANCE

8.4.1. The Government has decided that the rates of the Daily Allowance may be doubled and any future increase will be examined by the Finance Department from time to time. The following are the revised rates of Daily Allowance :-

Grade of employee	Within the State	Outside the State but in N.E.Region	Outside the N.E.Region
1.	2.	3.	4.
	Rs.	Rs.	Rs.
Grade - I	240.00	400.00	600.00

Grade – II	180.00	300.00	400.00
Grade – III	120.00	200.00	300.00
Grade – IV	100.00	180.00	280.00

Actual Lodging Expense

8.4.2. Subject to the existing conditions regulating the grant of actual lodging expenses to employees remaining the same, the Government has decided to revise the existing rates of actual lodging expense by doubling the rate(s) thereof as follows:-

Grade of Employees	Mumbai/Chennai/ Kolkata/New Delhi	Other places
1.	2.	3.
	Rs.	Rs.
(i) Grade – I	850.00	690.00
(ii) Grade – II	660.00	510.00
(iii) Grade – III	400.00	300.00
(iv) Grade – IV	240.00	180.00

CONVEYANCE ALLOWANCE

8.5.1. The Government has taken note of a large number of “new age” motor vehicles which have come on the roads with advanced technological inputs, ensuring environmental safeguards and fuel efficiency. Government has, therefore, decided that 25% enhancement over the existing quantum of P.O.L. reimbursement will be adequate. The revised rates of P.O.L. reimbursement facility in respect of officers allotted with conveyances by the Government will be as follows:-

Sl. No.	Designation of Officers	Rates of Petrol Re-imbursment Facility
1.	2.	3.
1.	Chief Secretary to the Government of Meghalaya	115 litres of petrol & 3 litres of Mobil oil
2.	Additional Chief Secretary/ Principal Secretary/ Commissioner & Secretary to the Government of Meghalaya	75 litres of petrol & 2 litres of Mobil oil
3.	Commissioner of Division	75 litres of petrol & 2 litres of Mobil oil
4.	Secretaries and Secretariat Officers of equivalent rank who have allotted vehicles.	65 litres of petrol & 1.5 litres of Mobil oil
5.	All Heads of Departments.	65 litres of petrol & 1.5 litres of Mobil oil
6.	Deputy Commissioner and Superintendent of Police, East Khasi Hills District	115 litres of petrol & 3 litres of Mobil oil
7.	All Deputy Commissioners and Superintendents of Police other than Sl.6 above.	65 litres of petrol & 1.5 litres of Mobil oil
8.	All District Medical & Health Officers	20 litres of petrol
9.	(a) Estate Officer (GAD)	40 litres of petrol
	(b) Sectional Officer (Elect)/ Sectional Officer (Civil) under Estate Office	15 litres of petrol

10	(i) All Executive Engineers (Build.)	20 litres of petrol	
	(ii) Sub-Divisional Officers (B)	25 litres of petrol	
	(iii) Sectional Officers(B)	15 litres of petrol	
	(iv) Section Assistants(B)	15 litres of petrol	
11	Sub-Divisional Officer, Meghalaya House, New Delhi	40 litres of petrol	
12	Protocol Officer, Meghalaya	65 litres of petrol & 1.5 litres of Mobil oil	
13	Medical & Health Officer, District Jail, Shillong	20 litres of petrol	
14	Inspectors, Sub-Inspectors & Asstt. Sub-Inspectors of Police	15 litres of petrol	} Subject to allotted vehicles/ maintenance of own conveyances.
15	Inspectors of Supply, O/O Movement Officer, Meghalaya House, Guwahati.	25 litres of petrol	
16	Resident Commissioner, New Delhi	115 litres of petrol & 3 litres of Mobil oil	
17	Trade Adviser & Director of Movement, Kolkata	75 litres of petrol & 2 litres of Mobil oil	
18	P.P.S. to Chief Minister	95 litres of petrol & 2 litres of Mobil oil	
19	Deputy Examiner of Local Accounts	20 litres of petrol	

8.5.2. The Government has also decided that the amount of Conveyance Allowance in respect of the Estate Assistant, Office of Estate Officer (G.A.D) will be raised from the existing rate of Rs.150.00 p.m. to Rs.300.00 p.m.

SPECIAL PAY

8.6. The Government has accepted the recommendations of the Pay Commission to do away with Special Pay and that its consideration in future should be strictly in conformity with the provisions of F.R.7(21) of Meghalaya FRs & SRs, 1984. However, Cashiers/Assistants handling cash and Duftries assigned with Treasury and Bank duties will be allowed Special Pay at double the existing rates as indicated below :-

Amount of average monthly cash handled	Existing rates	Revised rates
1.	2.	3.
(i) Upto Rs.10,000.00	100.00 p.m.	200.00 p.m.
(ii) Rs.10,001.00 to Rs.50,000.00	125.00 p.m.	250.00 p.m.
(iii) Rs.50,001.00 to Rs.125,000.00	150.00 p.m.	300.00 p.m.
(iv) Rs.125,000.00 to Rs.250,000.00	200.00 p.m.	400.00 p.m.
(v) Rs.250,001.00 and above	250.00 p.m.	500.00 p.m.
(vi) Duftries detailed for Treasury and Bank duties	75.00 p.m.	150.00 p.m.

NON PRACTISING ALLOWANCE

8.7. The Government has agreed with the view of the Pay Commission that the provision of Non-Practising Allowance in respect of the Medical and Health Officers merits no consideration.

RURAL ALLOWANCE

8.8. The Government has decided that the categorization recommended by the Pay Commission would be examined further so that the objectives of grant of this allowance are met.

MESSING AND UNIFORM ALLOWANCE

8.9. Government has accepted the recommendation of the Pay Commission for revision of the rate of Uniform Allowance and Messing Allowance admissible to the Nursing staff of the Hospitals/PHCs/CHCs and Dispensaries as follows:-

- (a) Uniform Allowance : Rs.2000/- for the first year and Rs.400/- for subsequent year(s).
- (b) Messing Allowance : Rs.700/- p.m.

SHIFT ALLOWANCE

8.10. Government has decided that the Shift Allowance in respect of the Lecturers of the Government Colleges who are assigned with extra classes either in the morning or the evening shifts be allowed a revised rate of Rs.2,000.00 p.m. as recommended by the Pay Commission.

TRAINING INSTITUTION ALLOWANCE

8.11. Government has decided that the government employees posted on transfer as Trainers/Instructors in various Training Institutes will be allowed the Training Institution Allowance at the rate of 10% of basic pay without upper ceiling.

OVERTIME ALLOWANCE

8.12. Government has decided that the existing scheme of Overtime Allowance for the industrial employees of the Printing and Stationery Department and Drivers of the Meghalaya Houses at New Delhi, Kolkata and Guwahati will continue. However, in the case of the drivers of the Meghalaya Houses the rate of Overtime Allowance will be enhanced to Rs.1500.00 p.m. as recommended by the Pay Commission.

RATION ALLOWANCE

8.13. Government has accepted the recommendations of the Pay Commission for revision of the Ration Allowance to the personnel of the Home (Police) and Home (Guards & Civil Defence) by doubling the existing rates as below:

Home (Police) Department

(a) Armed Branch

Police Personnel up-to the rank of Inspector : Rs.420.00 p.m.

(b) Unarmed Branch:

Police Personnel up-to the rank of Inspector : Rs.330.00 p.m.

Home Guards & Civil Defence Department

(i) Border Wing Home Guards up-to the rank of Subedar : Rs.550.00 p.m.

(ii) Secretariat Guards : Rs.200.00 p.m.

KIT ALLOWANCE/KIT MAINTENANCE ALLOWANCE

8.14.1. Government has accepted the recommendations of the Pay Commission for revision of the rates of the Kit Allowance and Kit Maintenance Allowance to the Officers and personnel of the Police Department as follows:-

Kit Allowance :

- | | |
|---|--|
| (i) State Police Service (Senior)/ Superintendent of Police/ Additional Superintendent of Police/ Commandant/ Second in Command/ Superintendent of Police (Communication)/ Fire Service Adviser/ Deputy Fire Adviser. | (a) Initial grant -- Rs.4000/-
(b) Rs.1000/- for every 2 years |
| (ii) State Police Service (Junior)/Deputy Superintendent of Police/Deputy Superintendent of Police (Communication)/ Deputy Superintendent of Police (Cartographer)/ Assistant Commandant / Assistant Principal, Police Training Centre/Quarter Master | (a) Initial grant - Rs.4,000/-
(b) Rs.1000/- for every 2 years. |

Kit Maintenance Allowance :

- | | |
|------------------------------------|------------------|
| (i) All Officers of Gazetted grade | : Rs.100.00 p.m. |
| (ii) Others | : Rs. 50.00 p.m. |

8.14.2. The Government has also accepted the Pay Commission's recommendation for continuance of the "weightage" of 50% for the Traffic Police Personnel wearing white uniform.

DEPUTATION (DUTY) ALLOWANCE

8.15. The Government has decided that the existing provisions for grant of Deputation (Duty) Allowance will continue.

RISK ALLOWANCE

8.16.1. The Government has accepted the recommendations of the Pay Commission for withdrawal of the Risk Allowance and to consider framing of appropriate guidelines for payment of compensation to employees who are in hazardous duties in terms of the provisions of Section 3 of the Workmen's Compensation Act, 1923, as amended from time to time.

8.16.2. The Government has decided that the period of leave for treatment of tuberculosis, cancer and leprosy be reduced to ten months from the existing 18 months keeping in view the improvement in modern medical treatment of these diseases. Further extension of the period of leave to be allowed on specific recommendation of the State Medical Board.

8.16.3. The Government has also decided the inclusion of HIV/AIDS as one of the fell diseases under S.R.114(1) of Meghalaya FRs & SRs, 1984.

8.16.4. The Government has further decided to introduce Government Insurance Scheme in the State to cover all employees.

COMPENSATORY ALLOWANCES IN RESPECT OF THE STATE GOVERNMENT EMPLOYEES STATIONED/POSTED IN OTHER STATES INCLUDING THE NATIONAL CAPITAL

9. The Government has accepted the recommendation of the Pay Commission for continuance of the existing system of allowing the State Government employees stationed/posted in other States, including the National Capital, to draw the compensatory allowances like House Rent Allowance, City Compensatory Allowance, etc., at the rates applicable to their counterparts in the respective States and/or the National Capital.

**IMPLEMENTATION OF THE COMMISSION'S RECOMMENDATION ON
ALLOWANCES AND OTHER RELATED MATTERS**

10. All the aforesaid revised allowances and related matters, other than dearness allowance, will be effective from 1st September, 2009.

LOANS AND ADVANCES

House Building Advance/Housing Loan/Advance for purchase of Computer, etc.

11.1. The Government has decided that the existing arrangements for the admissibility of the above loans/advances covered by the MOU executed between the Government and the SBI will continue, as recommended by the Pay Commission.

Children Education Advance

11.2. Government has accepted the recommendations of the Pay Commission for enhancement of the quantum of this advance as follows:-

- (i) Rs. 5,500.00 for one school-going child.
- (ii) Rs.11,000.00 for two or more school-going children.

Festival Advance

11.3. The Government has accepted the recommendation of the Pay Commission for enhancement of the amount of Festival Advance from Rs.3,000/- to Rs.5,000./-, with the existing conditions for granting of the advance remaining same.

PENSION AND OTHER RETIREMENT BENEFITS

Qualifying service for pension/family pension

12.1. The Government has decided that the qualifying service for pension/family pension will be as follows:-

- (a) Person having put in 10 years or more service against sanctioned post/service will be eligible for pension, irrespective of confirmation (i.e., substantive appointment) and/or temporary/officiating appointment.
- (b) Full pension will be admissible on completion of 30 years of qualifying service instead of existing 33 years. For the purpose of computation of pension, 30 years will be taken as the reckonable factor.

Quantum and "minimum" and "maximum" of pension/family pension

12.2. The Government has accepted the recommendations of the Pay Commission on the quantum and the minimum and maximum of pension/family pension as follows:-

- (i) Continuance of the existing method for calculation of pension at 50% of the six monthly average emoluments.
- (ii) Continuance of the existing calculation rate of 30% of pay for the purpose of computation of Family pension.
- (iii) Keeping in view the restructured revised scales of pay, the "minimum" and the "maximum" amount of pension and family pension are as below:-

	<u>Minimum</u>	<u>Maximum</u>
	Rs.	Rs.
(a) Pension :	3,250.00	24,490.00
(b) Family Pension :	3,250.00	14,694.00

Date of effect and fixation/consolidation of pre-1.1.2007 Pensioners/Family Pensioners

12.3. The Government has decided that the date of effect of the revised pension/family pension in respect of the pre-1.1.2007 pensioners/family pensioners will be from 1.1.2007. For the purpose of fixation/consolidation of pension/family pension, the multiplication factor of "2.66" will apply on the existing basic pension/family pension only (the element of "dearness pension/dearness family pension" to be excluded).

Change/enhancement in the age of superannuation

12.4. The Government has decided that status quo would be maintained in so far as the retirement age is concerned while the matter may be further examined.

Restoration of commuted value of a portion of pension

12.5. The Government has decided that the existing period of 15 years from date of retirement for restoration of commuted portion of pension will continue. The Government has also accepted the recommendations for adoption of the Commutation Table in the light of the Sixth Central Pay Commission's recommendations and implemented by the Government of India.

Extra-ordinary Pension Rules

12.6. The Government has decided that there is need to frame the State's own Extra-ordinary Pension Rules on the lines of the recommendations of the Pay Commission given at paragraphs 9.15.1. to 9.15.10. of its Report.

Special Family Pension

12.7. The Government has decided that the provisions of the scheme of Special Family Pension, introduced in the State from 4th July, 2007, should be incorporated in the existing rules of the State Government.

Extra-Gratia Grant to the families of armed services personnel/State Police Personnel/Home Guards Personnel and others killed while on law and order duties/anti-insurgency or terrorists action

12.8. The Government has decided that the extant orders of the above special provisions which had been implemented with effect from 1st January, 2001 should be incorporated in the relevant rules.

Ex-Gratia payment to families of Government employees who die while performing official duties

12.9. The Government has decided that the maximum limit of ex-gratia payment will be six months pay or Rs.40,000/-, whichever is less.

Death-cum-Retirement Gratuity/Service Gratuity

12.10. Keeping in view the reduction in the "qualifying service" to 30 years for entitlement to the benefit of full pension, the Government has decided that the upper ceiling for Death-cum-Retirement Gratuity/Service Gratuity will be at Rs.7,00,000/-.

Old-age increment in pension

12.11. The Government has accepted the recommendation of the Pay Commission for incremental enhancement of pension to old-aged pensioners on their attaining the age indicated below at the rates indicated against each:-

<u>On attaining the age of</u>	<u>Additional increase of pension</u>
80 years 20% of basic pension
85 years 30% of basic pension
90 years 40% of basic pension
95 years 50% of basic pension
100 years 100% of basic pension

New Pension Scheme

12.12. The Government has decided to implement the recommendations of the Pay Commission, given at Para 9.19.1. to 9.19.4., for introduction of the Contributory Pension Scheme in the State as early as possible.

Data Base for Pension and related matters

12.13. The Government has accepted the recommendation of the Pay Commission on the need to develop a comprehensive system of Data Base on pension on priority.

SERVICE CONDITIONS

Service Rules

13.1. The Government agreed with the observations of the Pay Commission at para. 10.2.3. of its Report regarding the inadequacies of departmental cadres and service rules for the purpose of regulation of employees' conditions of service and considered the strong urging of the Commission that expeditious steps should be taken to finalize and notify the Service Rules of various services for the efficient functioning of the Departments/ Directorates. The Government, accordingly, decided that the following recommendations of the Pay Commission should be implemented immediately:-

- (i) A clear direction be issued for finalization of the Service Rules with definite time-frame, failing which the relevant Executive Orders should stand frozen and no recruitment or promotion should take place in the defaulting Department.
- (ii) A Monitoring Cell under the Personnel Department may be set up to oversee framing of the Service Rules within the given time-frame.

Stagnation Increments

13.2. The Government has accepted the recommendation of the Pay Commission for continuance of the existing provision of 'stagnation increments' subject to the maximum of three biennial basis.

Leave Travel Concession

13.3. The Government has considered the observations of the Pay Commission on the existing conditions and restrictions/limitations concerning Leave Travelling Concession and has accepted its recommendation that the facility of All India E.T.C. be allowed once in the last year of an employee's service.

Training

13.4. The Government has accepted the recommendation of the Pay Commission for setting up of an Expert Committee to look into the training requirement in the State and also the manner in which the State's Training Institutions are to be strengthened. The Commission's recommendation for posting/appointment of full-time Directors for SIRD and MATI and, if necessary, to induct academicians for this work, has been accepted.

Group Insurance Scheme

13.5. The Government has decided that the scheme of Group Insurance should be introduced expeditiously as one of the employment welfare schemes.

Entitlement of T.A., etc, to a member of family of deceased employee accompanying the dead body

13.6. The Government has accepted the Commission's recommendation that besides the existing facilities, the journey expenses of one member of the deceased employee accompanying the dead body may be treated as on tour, with the benefit of incidental charges.

Employment on Compassionate Ground

13.7. The Government has decided to do away the scheme of employment on compassionate ground as recommended by the Pay Commission.

Honorarium/Fee

13.8. The Government has decided that the extant rules may be kept in view for regulating the grant of honorarium and fee.

Compensation for holidays foregone

13.9. The Government has decided for continuance of the scheme of compensation for holidays foregone and accepted the recommendation of the Pay Commission about the need to constitute a group for in-depth study to find out ways to reduce misuse of this benefit.

Leave entitlements

13.10. The Government has accepted the recommendations of the Pay Commission on the aspect of leave entitlements and decided as follows:-

- (i) Maternity leave of 120 (one hundred twenty) days instead of 90 (ninety) days for female government employees, limiting to two-children twice in the service period and that in case of still-born delivery, grant of maternity leave for more than one occasion will be allowed.
- (ii) Paternity leave of 7 (seven) days for spouses of the female government employee.
- (iii) For government employees under vacation departments –
 - (a) 10 (ten) days earned leave will be allowed, subject to the existing regulation of the availing of the vacation – 5 (five) days of earned leave to be afforded for each half-year on the 1st day of January and July, respectively;
 - (b) restriction of availing of commuted leave on private affairs to be done away with; and
 - (c) entitlement of half-pay leave be raised to 30 (thirty) days from the existing 20 (twenty) days in respect of each completed year.
- (iv) Formal rules are to be framed for regulating the grant of special casual leave for the purpose of Games and Sports and cultural events that the State Government employees participate in or in connection with participation in Service Associations' service related programmes.

Accumulation of Earned Leave

13.11. The Government has decided that accumulation of earned leave beyond 300 days will be allowed to government employees subject to the existing restriction that encashment of unutilized earned leave be limited to the maximum of 300 days.

Efficiency Bar

13.12. The Government agreed with the Pay Commission's observation that there are certain deficiencies in the operation of the system of efficiency bar, especially in the manner in which scrutiny for crossing the bar is not being uniformly followed in all cases and in the delay by the authorities concerned to sanction the same. The Government has, therefore, decided that the following existing rules/orders/guidelines, should be strictly followed in the scrutiny and sanction for crossing of efficiency bar by the employees:-

A month before the date on which an officer is due to cross the efficiency bar, the officer under whom he is working should send a special report through his superior for the year preceding the date on which the officer is due to cross the bar. The criterion for crossing the efficiency bar is –

- (a) that the officer must have worked during the year at the end of which he is to cross the efficiency bar to the best of his ability, and
- (b) that his integrity during that year has not been in question.

Classification of services/posts

13.13. Consequent upon the acceptance of the modified/restructured revised pay scales of pay, the readjustments in the group-wise classification of the Services/Grades will be as follows:-

- Group 'A' – All posts in the revised scales of pay the maximum of which is Rs.33690/- and above.
- Group 'B' – All Posts in the revised scales of pay the maximum of which is Rs.27510/- and above but below Rs.33690/-.
- Group 'C' – All posts in the revised scales of pay the maximum of which is Rs.13840/- and above but below Rs.27510/-.
- Group 'D' – All posts in the revised scales of pay the maximum of which is Rs.12700/-.

13.14. For the purpose of Travelling Allowance, the readjustments will be as follows:-

- Grade I – All employees drawing pay of Rs.26,700/- p.m. and above.
- Grade II – All employees drawing pay of Rs.14,700/- p.m. and above but below Rs.26,700.00 p.m.
- Grade III – All employees drawing pay above Rs.12,700/- p.m. but below Rs.14,700.00 p.m.
- Grade IV – All employees drawing pay of Rs.12,700/- p.m. and below.

Public holidays/Restricted holidays/Half holidays

13.15. The Government has decided that the number of holidays admissible to the government employees at present, and in particular the Restricted Holidays, will be reviewed and considered.

Working hours

13.16. The Government agreed with the Commission that the present office working hours are reasonable and will, therefore, continue.

Modernisation and e-governance

13.18. The Government has decided implementation of a Grievances Redressal Portal to make Government functioning more citizen-friendly and delivery oriented.

DEPARTMENTAL RECOMMENDATION

Cadre Management of Group 'A' Services

14.1. The Government has considered the detailed examination/observations of the Pay Commission at para 12.1.1. to 12.1.3. of Part – II of its Report relating to the existing status in Government departments on the scheme of Cadre Management and also its in-depth examination and recommendations on some of the State Level Group 'A' Services. The recommendations as dealt with in the respective services have been accepted.

Ministerial Cadres

14.2. The Government has noted the Commission's findings on the "Ministerial Cadres" given at para 12.2.1(1) to 12.2.7. of its Report which reflects the existing position of the aforesaid cadres at all the three levels of Secretariat, Heads of Departments and District and Subordinate Offices. The recommendations thereof have been accepted by Government.

Departmental Recommendations

14.3. In the course of Government's examination of the recommendations of the Pay Commission and the Empowered Committee, very large number of memoranda, representations and petitions have been submitted by different Service Associations, groups of individuals and individual employees, highlighting their grievances and perceived anomalies in the conditions of service, including the recommended revised scales of pay. The Government considered that such matters would require in-depth examination and has, therefore, decided to set up an Anomalies Committee for the purpose. Separate orders will be issued in this regard.

REGULATION OF ARREARS

15.1. The Government has decided that 40 (forty) percent of aggregate of the arrears accruing out of the revised pay and allowances will be paid in cash to the State Government employees within the financial year 2009 - 10. Orders in regard to the release of the balance of the arrears (that is, 60%) will be issued separately. For the purpose of computation of arrears, pay, personal pay, special pay, if any, and dearness allowance, as admissible from time to time, will be taken into account. Other compensatory allowances, such as House Rent Allowance, Medical Allowance, Hill Compensatory Allowance, etc., will be excluded.

15.2. In the case of persons who have since retired from service or who have since died or who are due to attain the age of superannuation within the next 6 (six) months from 1st September, 2009, the deduction at source as mentioned above will not be made. In their case, the arrears accrued out of the revised pay and allowances will be released in cash. In authorizing arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject. In case a government employee wishes to deposit his/her arrears in the General Provident Fund, this may be allowed. Government have also decided that arrears accrued out of revision/consolidation of pension/family pension will be released in cash.


OTHER MATTERS

16. The recommendations made by the Fourth Meghalaya Pay Commission which are not included in this Resolution, are being examined by the Government and decision thereon will be notified separately.

ORDER

Ordered that the Resolution be published in the Gazette of Meghalaya Extraordinary.

Ordered that a copy of the Resolution be communicated to the Departments of the Government, Government of India, other State Governments and all other concerned.



(B. K. DEV VARMA)
Principal Secretary to the Govt. of Meghalaya,
Finance Department.

Memo.No.F(PR) – 42/2009/108 - A,

Dated Shillong, the 17th September, 2009

Copy to:-

1. Accountant General (Accounts), Meghalaya, Shillong for information.
2. Accountant General (Audit), Meghalaya, Shillong.
3. All Administrative Departments.
4. All Heads of Department.
5. All Financial Adviser / Finance & Account Officers / Treasury Officers.
6. All Deputy Commissioners / Sub-Divisional Officers (Civil).
7. Secretary, Meghalaya Legislative Assembly.
8. Secretary, Meghalaya Public Service Commission.
8. Director of Printing and Stationery with a request that the Resolution be published in the Gazetted of Meghalaya Extraordinary and supply of 500 copies to this Department.
9. State Informatics Officer, NIC, Shillong for favour of placing the contents of this Office Memorandum in the website of the Government of Meghalaya.
10. Secretary General, Meghalaya State Government Employees Federation.
11. General Secretary, Meghalaya Pensioners Association.

By Order etc.,



Under Secretary to the Government of Meghalaya,
Finance (Pay Revision) Department.

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MODIFIED / RESTRUCTURED REVISED SCALES OF PAY

Sl. No	EXISTING SCALES				REVISED SCALES RECOMMENDED BY THE FOURTH MEGHALAYA PAY COMMISSION	MODIFIED/RESTRUCTURED SCALES OF PAY	
	Standard Scales	Time Span	Extended Scales	Time Span	Standard Scales	Standard Scales	Time Span
1	2	3	4	5	6	7	8
1.	2440 – 3680	24	2900 – 3875	15	6500-160-7460-EB-180-8900-220-11100	6500-160 -7620-EB-210 -9510-290 -12700	27
2.	2650 – 4130	24	3250 – 4375	15	7100-180-8180-EB-200-9780-240-12180	7100-180 -8360-EB-230-10430-310-13840	27
3.	2900 – 4620	24	3600 – 4875	15	7700-200-8900-EB-220-10660-250-13160	7700-190 -9030-EB-250-11280-340-15020	27
4.	3100 – 5060	24	3900 – 5325	15	8300-220-9620-EB-240-11540-270-14240	8300-210 -9770-EB-270 -12200-370-16270	27
5.	3450 – 5650	24	4300 – 5875	15	9200-240-10640-EB-260-12720-300-15720	9200-230 -10810-EB-300 -13510-410-18020	27
6.	3725 – 6165	24	4650 – 6375	15	9900-260-11460-EB-280-13700-330-17000	9900-250 -11650-EB-320-14530-440-19370	27
7.	3975 – 6655	24	4950 – 6825	15	10600-280-12280-EB-300-14680-360-18280	10600-270-12490-EB-340 -15550-470 -20720	27
8.	4250 – 7170	24	5400 – 7425	15	11300-310-13160-EB-340-15880-400-19880	11300-280-13260-EB-360-16500-500-22000	27
9.	4500 – 7660	24	5750 – 7925	15	12000-340-14040-EB-370-17000-420-21200	12000-300-14100-EB-390-17610-530-23440	27
10.	4900 – 8300	24	6150 – 8475	15	13100-370-15320-EB-390-18440-430-22740	13100-330-15410-EB-420-19190-580-25570	27
11.	5100 – 8740	24	6500 – 8975	15	Merged with No.12	14100-350 -16550-EB-460-20690-620 -27510	27
12.	5300 – 9180	24	6775 – 9400	15	14100-410-16560-EB-440-20080-500-25080		
13.	5500 – 9760	24	-	-	14700-440-17340-EB-460-21020-520-26220	14700-370-17290-EB-480 -21610-650-28760	27
14.	5750 – 10120	23	-	-	Merged with No.15	15700-390-18430-EB-510-23020-690 -30610	27
15.	5900 – 10440	22	-	-	15700-480-18580-EB-500-22580-560-28180		
16.	6100 – 10795	21	-	-	16300-500-19300-EB-520-23460-580-29260	16300-410-19170-EB-530-23940-720-31860	27
17.	6350 – 11130	20	-	-	17000-520-20120-EB-540-24440-600-30440	17000-470-20290-EB-560-25330-760-33690	27
18.	6850 – 11600	19	-	-	18300-540-20460-EB-580-25100-670-31130	18300-500-21800-EB-650-27000-810-35100	25
19.	7750 – 12115	16	-	-	20700-600-24300-700-27100-820-32020	20700-620-24420-730-29530-890-36650	21
20.	8750 – 13100	15	-	-	23300-700-26800-800-30800-850-35050	23300-700-27500-830-32480-970-39270	19
21.	10000 – 14075	13	-	-	26700-800-30700-900-37900	26700-800-33100-1000-42100	17
22.	10750 – 14800	12	-	-	28700-900-34100-1000-40100	28700-860-35580-1050-43980	16
23.	11750 – 15625	10	-	-	31300-1000-36300-1100-41800	31300-940-37880-1110-46760	15
24.	13200 – 17000	8	-	-	35300-1100-40800-1300-46000	35300-1060-41660-1220-48980	12