



FOURTH CENTRAL PAY COMMISSION

REPORT

PART I

JUNE 1986

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VOLUME I

INTRODUCTION

The Government of India appointed the Fourth Central Pay Commission consisting of the following,—

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|---------------------|------------------------------|
| 1. Chairman | — Shri Justice P.N. Shinghal |
| 2. Member | — Prof. M.V. Mathur |
| 3. Member | — Shri J.P. Kacker |
| 4. Member | — Dr. Gopal Das Nag |
| 5. Member—Secretary | — Shri A.K. Majumdar |

The terms of reference of the Commission are given in annexes 1.1 to 1.3. It was required to make its recommendations as soon as practicable.

The Commission's report is divided into two parts: the first part covers matters relating to structure of emoluments, allowances, conditions of service of central government employees including union territories, members of all-India services and personnel belonging to armed forces. The second part will deal with the pension structure for pensioners — both past and future, and the death—cum—retirement benefits for all categories of employees.

The first part of the report has 33 chapters and is divided into four volumes. Volume I covers chapters 1 to 7 where we have examined the scope and content of our report and basic issues relating to pay determination. Volume II covers chapters 8 to 12. In chapter 8 we have set out our recommendations regarding the proposed pay structure for civilian government employees. The pay scales of some specific posts under ministries and departments and the all—India services have been discussed in the remaining chapters of the volume. Volume III covering chapters 13 to 26 deals with allowances, benefits and facilities like compensation for price rise, housing and house rent allowance, special compensatory allowances, travelling allowance and matters relating to other conditions of service of government employees. Volume IV covering chapters 27 to 33 deals with employees of union territories and armed forces personnel. Matters relating to fixation of pay in the proposed scales, date of effect and estimated cost of our recommendations and our views on certain general matters relating to efficiency in public service, with a summary of the main recommendations and conclusions have also been dealt with in this volume.

It is a matter of great regret that at the concluding stage of our deliberations two distinguished members of the Commission are not with us. Dr. Gopal Das Nag and Shri J.P. Kacker passed away on April 25, and May 21, 1986. Dr. Nag was an eminent public worker and had vast experience in the field of public administration and labour relations. Shri Kacker who was a distinguished civil servant and long experience on the defence and the civil side of the administration. Both of them made valuable contribution in our deliberations and were associated with all our decisions, which were in fact unanimous. We had the guidance of the two members all through, while finalising the drafts of most of the chapters. It is a tragedy that they are not with us in signing the report and we are left with the poor consolation of paying our homage to them. We worked as a team, with mutual understanding and goodwill, and reached agreement on all the difficult and debatable points concerning our field of work.