



FOURTH  
CENTRAL PAY COMMISSION

REPORT

PART II



DECEMBER 1986  
GOVERNMENT OF INDIA

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## INTRODUCTION

The Fourth Central Pay Commission was set up in September, 1983. We submitted Part I of our report in June 1986 covering matters relating to structure of emoluments, allowances, conditions of service of employees of Central Government and Union Territories, members of All-India Services and personnel belonging to armed forces. This is the Part II of our report dealing with the pension structure for pensioners—both past and future—and the death-cum-retirement benefits for government employees.

Part II of the report has 18 chapters dealing with various aspects of death-cum-retirement benefits for government employees, pension structure for pensioners, medical and other facilities to pensioners, and other related matters.

We have also prepared a Statistical Supplement containing the data on pay, pension, allowances and other matters.

It is a matter of great sorrow that towards the concluding stage of our work, we had to bear the irreparable loss of our distinguished Chairman, Shri Justice P.N. Shinghal who passed away on October 17, 1986 after a brief illness. Justice Shinghal was a man of high principles, and an eminent legal luminary with vast and rich experience in the broad field of administration. He had infinite capacity for work and guided the Commission in its deliberations at every stage. We had the benefit of his advice in dealing with the complex work entrusted to us and in the formulation of our recommendations. He is not with us in signing this part of our report and we have to console ourselves by paying homage to him.

After Justice Shinghal's sad demise, we were informed\* that government would like Part II of the report of the Commission dealing with pensionary matters to be submitted without waiting for the appointment of a new Chairman. We have finalised the report accordingly.

\* Finance Secretary, Government of India, Ministry of Finance, D.O. No. S-2635/83/86, dated October 29, 1986.