

GOVERNMENT OF JHARKHAND
PLANNING-CUM-FINANCE DEPARTMENT
(Finance Division)

RESOLUTION

Subject: Revision of pay structure for the State Government Employees w.e.f. 01.01.2016.

The Government of India has granted revised pay scale/pay structure on the recommendation of the 7th Central Pay Commission with effect from 01.01.2016. The State Government is agreed in principle to grant Central Pay Structure with Central service conditions to its employees. The State of Jharkhand vide its Resolution No. 2530/F. dated 31st August, 2016 constituted a Fitment Committee for giving recommendations with regard to central pay structure on the line of Government of India in respect of the State Government employees. On 08th November, 2016 the Fitment Committee submitted its Report relating to structure of emoluments, conditions of service and retirement benefits of State Government employees.

2. The State Government has given due consideration to the recommendation of the Fitment Committee in respect of the State Government employees and found that the recommendations contained in Chapter-3 & Chapter-4 have been made in respect of the issues which are beyond of the scope of the committee as mentioned in the Resolution No. 2530/f. dated 31.08.2016.

3. In Chapter-3 of the Fitment Committee Report, it is mentioned that :-

"3.1 Several petitions have been received by this committee with contentions from fitment to change in service conditions, pay structures etc. It must be clear that this Committee was created with a very small scope of dealing with fitment issues within the terms of reference

2014
12.11.2012

and hence FC_2016 is not a pay-revision committee. Pay structures, conditions of service, process of recruitment, job requirements issues of reservation, cadre management etc. are decided by the concerned department in consultation with the Personnel, Administration Reforms and Rajbhasa Department and the Finance Department regarding pay, service conditions etc. For requirement etc., JPSC (under Art 320 & 321) and Staff Selection Commission need to be consulted in relevant matters.

3.2 FC_2016 is an advisory committee to the Government. It is quite possible that within its mandate, some recommendations would call for some structural changes in recruitment/pay/cadre rules etc. It is up to the concerned department to go through the required procedural drills to implement such recommendations if so deemed fit.

3.3 Government of Jharkhand had accepted to implement Central Government pay scales (on the basis of 6th CPC recommendations) to its employees in 2009. Therefore, it is only a matter of time to put into effect the 7th CPC recommendations, with necessary modifications. This situation almost closes the scope of any possible review of existing scales, other than suggesting only 'the fitment formula' for arriving at the replacement scales."

4. In Chapter-4 of the Fitment Committee Report, it is mentioned that :-

"4.1 Several representations had been received in the committee in response to its open notice inviting suggestions and contentions within the scope of work of the committee. Whereas most of the representations were within the terms of reference of the committee, many were regarding restructuring of pay scales and structure of the services themselves.

4.2 A service cadre or even a post is created by the effort of a department who has to discharge its designated functions. Creation of a

service cadre or even post(s) includes several considerations and consultations with other department including the department of Personnel and Finance Department. The basic qualification at recruitment, training, tasks, promotions and pay scales etc. are determined through rigorous time consuming processes.

4.3 Any change in that, needs the views of all concerned including the employees and the employers. Fitment Committee has a mandate of suggesting replacement scales only and have no legal authority to change existing service structure. That is precisely the reason why the petitions received from association or individuals were not sent to concerned department for their view in the matter. Such a task calls for special mandate from the Government in the form of an Administrative Reforms Committee or at times as a Pay-Revision Committee for limited objectives."

5. In Chapter-2 of the Fitment Committee Report, it is mentioned that :-

"2.5 7th CPC has adopted a methodology and has arrived at a minimum monthly pay of Rs. 18000/- for Government staff. GOI has accepted the same and provided a basic minimum salary of Rs. 18000/- per month. Once Government of Jharkhand has accepted in principle to implement the same pay-revision package, it becomes imperative that this basic minimum salary is also accepted. Incidentally, State Government has some non-matric class-IV staff with lesser basic pay than GOI norms. This is a deviation which this Committee cannot accept and suggest bringing minimum qualifications as per GOI norms with the minimum prescribed pay as in GOI jobs."

The Fitment Committee has recommended the minimum pay of Rs. 18000/- for the employees in the Grade Pay of 1650/- and 1800/- with education qualification at par with GOI norms. Since, there is no

B. M. S.
18.11.2017

