

**Report of the**

**Fifth**

**Central Pay Commission**

**Volume I**



**ALL INDIA RAILWAYMEN'S FEDERATION**

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*Volume I*

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# Part I

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## General Introduction

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*A journey of a thousand miles must begin with a single step*

*Lao-tzu*



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# General Introduction

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## CONCEPT

*The Concept of  
a Pay  
Commission*

1.1 Pay Commission is a peculiarly Indian institution today. Historically, it is a successor to the Royal Commissions set up during the British period for various purposes, including for pay revision, like the *Atchison Commission (1886-87)* and the *Islington Commission (1912-15)*. The practice of setting up of Commissions at intervals with the specific objective of revising pay and allowances of Government employees has been discontinued by most, if not all, countries of the world, including the United Kingdom. We have the unique distinction of having a cumbersome and centralized system of determination of basic pays that remain unchanged for more than a decade at a time, reinforced by instalments of dearness allowance which are released every six months. Most countries have now switched over to negotiated pay settlements at the decentralized departmental level, in which the salaries are revised every year after taking into account all factors, including the change in the cost of living index. We shall, in a subsequent chapter, deal with the question of what would be a better system of pay revision.

*What Pay  
Commissions do*

1.2 A great many changes take place in the structure of emoluments of Government employees over a decade. It thus becomes necessary to modify the pay structure so as to enable Government employees to lead clean, honest and respectable lives at standards compatible with what their peers have meanwhile attained or what they themselves accept as reasonable at the standards of living to which they have become accustomed. Successive Pay Commissions have been set up in the past for evolving compensation packages for employees at intervals of 10 to 13 years. These Pay Commissions examine various issues such as pay and allowances, retirement benefits, conditions of service, promotion policies, etc. and submit recommendations thereon.

*JCM  
procedure*

1.3 The Joint Consultative Machinery was constituted by the Government in the year 1966 to promote harmonious relations and secure the greatest measure of cooperation between the Government in its capacity as employer and the general body of employees (belonging to Groups C & D) in matters of common concern. According to sub-clause (ii) of clause 20 of the

scheme for joint consultative machinery and compulsory arbitration for Central Government employees, matters determined by the Government in accordance with the recommendations of a Commission of Enquiry are not subject to arbitration for a period of five years from the date of the recommendations. Thus Pay Commissions are a device by which an independent body investigates the demands of Central Government employees and submits its recommendations which are binding on both Government and its employees. Conceptually, they fall short of a forum for collective bargaining, but they do provide an opportunity for a periodic review by an outside body in whom both the Government and the employees have confidence.

*Supreme Court  
Judgements on  
Pay  
Commission's  
jurisdiction*

1.4 Regarding the jurisdiction of the Pay Commission, Supreme Court has repeatedly held the view that equations of job evaluation of posts or equation of pay or determination of pay scales are the primary functions of expert bodies like the Pay Commission with which normally the Courts should not interfere, except on any of the grounds of unjust and arbitrary state action or inaction or on any grave error having crept in while fixing the pay scales which may warrant the interference of the Court. Following extracts of the judgements throw light on this aspect.

1.5 Hon'ble M.H. Beg, Chief Justice of the Supreme Court of India while speaking for the Bench in **Prabhat Kiran Maithani and Others Vs. Union of India and Another 199 Supreme Court Cases (L&S) 279** has made the following observations :

"We are afraid this is a matter which lay entirely within the sphere of the functions of the Pay Commission. The Court cannot satisfactorily decide such disputed questions on the slender material on which the learned counsel for the petitioner relies in order to displace what appears to us to be, prima facie, the effect of the Report of the Third Pay Commission of 1973."

1.6 In another case, namely, **State of U.P. and Others Vs. J.P. Chaurasia and Others 1989 (1) SCC 121**, it has been ruled thus:

"The equation of posts or equation of pay must be determined by expert bodies like Pay Commission. They would be the best judge to evaluate the nature of duties and responsibilities of posts. If there is any such determination by a Commission or Committee, the Court should normally accept it. The Court should not try to tinker with such equivalence unless it is shown that it was made with extraneous consideration."

1.7 A Division Bench of the Supreme Court, presided over by Justice A.M. Ahmadi, (presently learned Chief Justice of India) made the following observation in **Secretary, Finance Department and Others Vs. West Bengal Registration Service Association and Others 1993 (Supp.) (1) SCC 1**.

"It is well settled that equation of posts and determination of pay scales is the primary function of the executive and not the judiciary and, therefore, ordinarily courts will not enter upon the task of job evaluation which is generally left to expert bodies like the Pay Commissions, etc. But that is not to say that the Court has no jurisdiction and the aggrieved employees have no remedy if they are unjustly treated by arbitrary State action or inaction."

## HISTORICAL PERSPECTIVE

*The first four  
Pay Commissions*

1.8 We are the fifth in the series of Pay Commissions set up in the last 50 years. The First Central Pay Commission (CPC) was appointed by the Government in May, 1946 and it submitted its report in May, 1947. The Second CPC was set up in August, 1957 and its report was submitted in August, 1959. The Third CPC was constituted in April, 1970 and it reported in March, 1973. The Fourth Pay Commission was appointed in July, 1983 and it submitted its three reports in June and December, 1986 and May, 1987. It will thus be noticed that while the first Commission took one year in finalizing its report, the time taken by the subsequent Commissions was as follows -

**Table : Time Taken by Pay Commissions**

Pay Commission	Time Taken
First	One year
Second	Two years
Third	Three years
Fourth	Three years and eleven months

*Setting up of  
the Fifth CPC*

1.9 The Fourth CPC had recommended that there should be a permanent machinery to undertake periodical review of pay and allowances of Central Government employees. This was considered by the Government, which did not find it possible to accept and implement this recommendation. Various employees' unions, associations and confederations were not satisfied with this decision of the Government. They were pressing over the years for the acceptance and implementation of this recommendation. The matter was discussed in a number of meetings of the National Council of the Joint Consultative Machinery. Finally, in September, 1993 Government, without agreeing to implement the above recommendation, promised to appoint a new Pay Commission to review the pay structure of Central Government employees. The notification constituting the Fifth Central Pay Commission was issued on 9th April, 1994.

## THE FIFTH CENTRAL PAY COMMISSION

*Composition*

1.10 The Composition of the Fifth Central Pay Commission is as follows:-

Chairman	Justice S.Ratnavel Pandian, former Judge of the Supreme Court of India
Member	Prof. Suresh Tendulkar, Professor of Economics, Delhi School of Economics

Member Secretary: Shri M.K. Kaw, a member of the Indian Administrative Service.

*Number of members*

1.11 With regard to the number of members, there seems to be a declining trend. The First CPC had nine members, the Second CPC six, the Third and Fourth CPCs had five each, as against the three members of the Fifth CPC.

*Member-Secretary*

1.12 It is also interesting to observe that the First CPC did not have a Member Secretary. Its Secretary was Shri K.R.P. Aiyangar. The Member Secretaries of the later CPCs were Shri L.P. Singh ICS, Shri H.N. Ray ICS and Shri A.K. Majumdar IAS, respectively.

#### TERMS OF REFERENCE

*Original Terms of Reference, April, 1994*

- 1.13 The terms of reference of the Commission are the following :
- (a) To evolve the principles which should govern the structure of emoluments and those conditions of service of Central Government employees which have a financial bearing.
  - (b) To examine the present structure of emoluments and conditions of service of the following categories of Government employees, taking into account the total packet of benefits available to them and suggest changes therein may be desirable and feasible :
    - i) Central Government employees - industrial and non-industrial;
    - ii) Personnel belonging to the All India Services;
    - iii) Personnel belonging to the Armed Forces;
    - iv) Personnel of the Union Territories; and
    - v) Officers and employees of the Supreme Court of India and the High Court of Delhi.
  - (c) To examine, with a view to having a proper pension structure for pensioners, the existing pension structure including death-cum-retirement benefits and make recommendations relating thereto which may be desirable and feasible.
  - (d) To examine the work methods and work environment as also the variety of allowances and benefits in kind that are presently available to the aforementioned categories in addition to pay and to suggest rationalisation and simplification thereof with a view to promoting efficiency in administration, reducing redundant paper work and optimising the size of the Government machinery.
  - (e) To make recommendations on each of the foregoing having regard, among other relevant factors, to the prevailing pay structure and retirement benefits available under the State Governments, etc., economic conditions

in the country, the resources of the Central Government and the demands thereon such as those on account of economic and social development, defence and national security and requirements of sound fiscal management.

*Additional  
Terms of  
Reference,  
January, 1995*

1.14 By a subsequent Resolution No.5(12)/E-III/93 dated 12th January, 1995, sub para 2(f) was added so as to amend the terms of reference as under:-  
"2(f) The Commission may consider the demands of the staff side of the National Council of the JCM for grant of another instalment of interim relief and merger of a further portion of DA with pay (for the purpose of gratuity alone) and send a report thereon, if the Commission feels that it will not be possible for them to submit their final report within a period of 18 months from the date of its appointment.

While considering these demands, the Fifth Central Pay Commissions may take into account the interim relief and the merger of 20% of DA with pay only for the purpose of gratuity, already sanctioned by the Government in September, 1993."

*Additional  
Terms of  
Reference,  
July, 1996*

1.15 The terms of reference of the Commission were again amended by Government in July, 1996 by the addition of the following new para :

"2(g) The Commission may consider whether another instalment of interim relief may be granted to the Central Government employees and give an interim report thereon. The interim relief, if recommended, shall have to be fully adjusted against and subsumed in the package which may become admissible to the Central Government employees on acceptance of the final recommendations of the Pay Commission."

*Additional Terms  
of Reference,  
October, 1996*

1.16 On 24th October, 1996, another amendment led to the exclusion of Members of the Subordinate Judiciary of the Union Territories from our purview.

*Additional Terms  
of Reference,  
November, 1996*

1.17 A new para was added to the Terms of Reference by Government notification dated 19th November, 1996 as under :

"2(h): To examine the various methodology employed for determination and payment of Productivity Linked Bonus (PLB) in the Ministries and Departments of the Central Government and recommend the general principles and conditions which should govern payment of bonus and also to recommend the specific parameters for evolving bonus formulae for each Ministry and Department where PLB schemes are in force at present.

The Commission may also examine the *ad hoc* bonus scheme in force in those Departments where PLB schemes are not in operation with a view to recommending the desirability and feasibility of introducing productivity linked incentive scheme and may recommend a specific formula for determining the productivity index and other parameters."

*Copies of  
notifications*

1.18 Copies of all the Government notifications about our Terms of Reference are placed at Annexes M1 to M5.

## DIFFERENCES IN THE TERMS OF REFERENCE

### *Principles*

1.19 In terms of paragraph 2 of the Resolution, there are certain differences between the Terms of Reference of the Fourth and Fifth CPCs. While the Fifth CPC is required to enquire into and make recommendations on the principles which should govern the structure of emoluments and conditions of service of Central Government employees which have a financial bearing, there was no such provision in the terms of reference of the Fourth CPC. We have not taken a rigid view of the phrase "which have a financial bearing", as most matters relating to structure of emoluments and conditions of service do have a financial bearing, directly or indirectly. In any case there invariably are implications for efficiency and productivity, reduction of paper work or optimisation of manpower, all of which are covered by our Terms of Reference.

### *Armed Forces personnel*

1.20 The Fifth CPC has been asked, for the first time, to examine the terms and conditions of service of Armed Forces Personnel and to suggest changes which are considered desirable and feasible. Examination of the conditions of service of Armed Forces Personnel did not figure in the Terms of Reference of Fourth CPC. Even their recommendations with regard to changes in the structure of emoluments including death-cum-retirement gratuity in respect of Armed Forces Personnel had to be made with due regard to the terms and conditions of their service.

### *Pensioners*

1.21 While the Fourth CPC was asked to examine a proper pension structure for the 'pensioner - both past and future', this Commission has been asked to examine a proper pension structure for 'pensioners', whereby reference to 'past and future' pensioners has been omitted. However, we do not consider this to be deliberate in the sense of disallowing a consideration of the question of parity between past and future pensioners.

### *Comparison with PSU's*

1.22 The Fourth CPC was required to make recommendations having regard, among other relevant factors, to the then prevailing pay structure under the Public Sector Undertakings, State Governments, etc. whereas the reference to 'Public Sector Undertakings' does not figure in the terms of reference of the Fifth Pay Commission. We believe that there was an implied attempt on the part of the Government to exclude a nexus between the compensation packages of Central Government employees and those working in the public sector. However, this did not deter us from collecting information from the various PSEs for the purpose of making a fair comparison and an assessment of the general climate of wage revisions in the country. Although we do not accept the Staff Side plea for a parity between the employees of the PSUs and the Government, we cannot deny that some relativity between the two groups has to be maintained.

### *Supreme Court of India and High Court of Delhi*

1.23 The Fifth CPC is also required to examine the present structure of emoluments and conditions of service of the officers and employees of the Supreme Court of India and the High Court of Delhi. The above Courts were not included in the terms of reference of Third CPC and only the officers and employees of the Supreme Court were included in the amended Terms of Reference of the Fourth CPC.

*Efficiency in  
administration*

1.24 This Commission is required to examine the work methods and work environment as also the variety of allowances and benefits in kind that were available to Central Government employees and to suggest rationalisation and simplification thereof with a view to promoting efficiency in administration, reducing redundant paper work and optimising the size of Government machinery. The examination of 'work methods' and 'work environment' and reference to reduction of redundant paper work and optimisation of the size of Government machinery were not included in the terms of reference of the Fourth CPC, and accordingly the scope and ambit of the Fifth CPC is much wider. This Commission has had to undertake in-depth study and examination of various aspects of Government working with a view to suggesting improvements in administration, efficiency and manpower development.

*Interim Relief*

1.25 Unlike the terms of reference of the Fourth CPC relating to relief of an interim character, which covered all sections of employees, our amended terms of reference alluded only to the demands of the Staff Side of the National Council. This departure from the earlier terms of reference prompted other associations and representatives of different categories of employees not affiliated to or represented by the Staff Side of the National Council to request us to consider their demands separately. Having regard to the fact that our recommendations would also affect such employees, we decided to entertain such requests. Accordingly, we held discussions with the representatives of the Staff Side of the National Council of J.C.M., Armed Forces Pay Commission Cell, All India Confederation of Central Government Officers' Associations etc. prior to finalisation of our two Reports on Interim Relief to Central Government employees.

### COVERAGE

*Central  
Government  
Employees -  
definition*

1.26 The expression 'Central Government employees' in the terms of reference of the Fifth CPC covers employees of the Government, belonging both to the civilian and defence services.

*Second CPC*

1.27 The expression "Central Government employees" has not been defined in the Constitution or any other law. The Second Pay Commission, for the purpose of the enquiry, had taken all persons in the civil services of the Central Government or holding civil posts under that Government and paid out of the Consolidated Fund of India, to be Central Government employees. Employees of the Union territories were also included.

*Third CPC*

1.28 The Third CPC made a reference to the term 'Government Servant' as given in some of the service rules governing the Government employees such as Central Civil Services (Conduct) Rules, 1964 and Central Civil Services (Classification, Control and Appeal) Rules, 1965 and found that these service rules indicated only the categories of persons to whom rules were applicable. The Commission considered "all persons in the civil services of the Central Government or holding civil posts under that Government and paid out of the Consolidated Fund of India" to be Central Government employees. It excluded the seven categories of posts mentioned in paragraph 5 of Chapter 1 of its Report from its purview.

*Fourth CPC*

1.29 The Fourth Pay Commission was of the view that the expression

Central Government employees' covered all such employees, and not merely those in the "Civil" services of the Central Government or holding "Civil" posts under that Government, for the simple reason that there was no such restrictive or exclusive qualification in the expression itself. A member of the defence services was, therefore, also a Central Government employee, although his case may fall under another category of employees for purposes of the terms of reference.

*Excluded categories*

1.30 However, the following categories of employees are excluded from our purview :

- i) Employees of the Secretariat of both Houses of Parliament, who are governed by specific provisions of the Constitution.
- ii) Casual Labour and part-time employees.
- iii) Locally recruited staff in various missions abroad.

*Extra departmental Agents*

1.31 So far as the Extra Departmental Agents under the Department of Posts are concerned, a one-man Committee under the Chairmanship of Justice Charanjit Talwar, a Retired Judge of the Delhi High Court, was constituted by the Government on 31.3.95, to examine the conditions of service, emoluments and other facilities available to the Extra Departmental Agents. As in the past, therefore, they stood excluded from the purview of this Commission.

*Employees of PSU's and Autonomous Bodies*

1.32 Certain associations representing the employees of Central Public Sector Enterprises governed by the scales of pay and Central Dearness Allowance pattern applicable to Central Government employees submitted memoranda to the Commission requesting that their demands should also be considered by the Commission. We made a reference to the Government and it was clarified that **employees of Public Sector Undertakings, irrespective of whether they were borne on Central Dearness Allowance pattern or Industrial Dearness Allowance pattern were not included in the terms of reference of this Commission. It was also clarified that employees of the Central Autonomous Bodies were not covered by our terms of reference.**

*Definition of Conditions of Service*

1.33 There is no formal definition of the term "Conditions of Service". The Second CPC did not restrict itself to the provisions of the rules, but adopted a wider interpretation of the above expression to cover all matters which had a bearing on the contentment, morale and efficiency of the employees. It made no distinction between the financial and non-financial conditions of service. The Third CPC interpreted the expression in a limited sense and excluded certain matters from its inquiry for reasons given in para 14 of Chapter 1 of its Report. The Fourth CPC was of the view that the term "Conditions of Service" covered not only the regulatory aspect of a service and its emoluments, but also all other matters bearing on the service of an employee including the terminal benefits.

## PROCEDURE OF WORK

*Receipt of Memoranda*

1.34 As per our Terms of Reference, the Commission was to devise its own procedure as it might consider necessary for any particular purpose. We decided upon our strategy after studying the methodology adopted by our



predecessors. A public notice was issued by the Commission inviting Associations, Unions, Institutions, Organisations and interested individuals to send memoranda on the terms of reference of the Commission, on or before 15th July, 1994. The time limit was subsequently extended upto 31st August, 1994. In response to the notice, we received about 18,000 memoranda. Besides, we received the Armed Forces Memorandum in March, 1995. This number should be viewed against the 950 memoranda received by the First CPC, 5,000 by the Second CPC, 9,500 by the Third CPC and 8,500 by the Fourth CPC. It would not perhaps be wrong to say that this could be considered an overwhelming response.

*Memoranda of Ministries*

1.35 All the Ministries/Departments of the Central Government were requested to send us memoranda on the subjects covered by our terms of reference. We also issued a detailed proforma to all the Ministries/ Departments, calling for information about posts, pay scales, recruitment and promotion rules, etc. Central Ministries/Departments and State Governments/Union Territories were requested to nominate a senior officer each of a level not below Joint Secretary, to effectively liaise with the Commission, so as to ensure supply of correct and comprehensive information. Accordingly 82 liaison officers of the Ministries/Departments of the Central Government and 30 liaison officers of the State Governments/Union Territories were nominated.

*Pay Commission Cells*

1.36 In order to ensure expeditious processing of requests received from the Commission for the supply of data/information, Ministries/Departments were requested to set up dedicated Pay Commission Cells. Since all correspondence between the Commission and various Ministries/Departments was to be dealt with only by the respective nominated Liaison Officers, the Cells were to function under the direct supervision of these officers. Accordingly, Pay Commission Cells were set up in most of the Ministries/Departments.

*Instructions to Departments*

1.37 At our request, Government issued instructions to all departments advising them to extend their fullest cooperation and assistance to the Commission. While furnishing information to the Commission, the following instructions were to be kept in view :

- i) Whenever factual information was called for, there should be no hesitation to furnish all necessary factual information. The reason for arriving at a particular decision taken by the Government or the circumstances in which a decision was taken might also be explained so as to help the Commission in understanding the policy of the Government.
- ii) Whenever the views of the Government on any policy matter were desired by the Commission, the views should be finalised expeditiously in consultation with all the concerned Ministries/Departments or authorities. Wherever it was not possible to ascertain the final views of Government expeditiously, Secretaries might, if they so desire, give their personal views, in the light of their knowledge and experience. In such cases, it should specifically be made clear that the views were personal and not the official stand of the Department.
- iii) Other Secretariat officers like Additional Secretaries, Joint Secretaries, Deputy Secretaries or Under Secretaries as well as Heads of Departments could also submit their views on matters falling within their sphere of

work. They could give evidence orally after obtaining prior approval. In such cases the views might be indicated as their personal views.

- iv) Government employees could appear before the Commission on behalf of service associations without prior permission of the Government and submit memoranda individually, jointly or severally to the Commission on matters within its Terms of Reference.

*Questionnaire*

1.38 After we had a preliminary look at the memoranda we had a fair idea of the kinds of questions that one should ask. We held a workshop to test a draft questionnaire that we had devised. As soon as the questionnaire was finalized, it was issued to around six thousand eminent persons from various walks of life, including Members of Parliament, to ascertain their views. Over twelve hundred replies were received and processed in the Commission. Specific Questionnaires were also issued to State Governments, Public Sector Undertakings and to Governments abroad (through our diplomatic missions) to ascertain the compensation packages and conditions of service of their employees. The replies received from these sources were also processed in the Commission. All these formed valuable inputs for the analysis of the various issues that were to be decided by us.

*Oral evidence*

1.39 From 27th June, 1995 to 20th March, 1996, the Commission took oral evidence of various Unions, Federations and Associations of Central Government employees. In all, oral evidence of 553 Unions/ Federations was taken which is at Annexe 1.6. During such oral evidence, a considerable number of documents were also presented to us. We also had the benefit of advice from Secretaries, Heads of Departments and eminent persons, lists of whom may be seen at Annexes 1.7 and 1.8.

*Visits*

1.40 The Commission also visited various establishments at different places in the country to conduct on the spot study of the conditions of service and environment prevailing in different Central Government establishments and to provide an opportunity to thousands of field employees to interact directly with us. The Commission decided to visit some of the Commonwealth countries with a distinguished record of public service reforms. These included Malaysia, New Zealand, Canada and the United Kingdom. A list of establishments visited is at Annexe 1.9.

*Institutional Consultants*

1.41 In a major departure from the procedure followed by previous Commission, this Commission decided to take expert opinion of research institutes of excellence. Nineteen studies on selected topics concerning Central Government employees were assigned to organisations like the Indian Institute of Science, Bangalore; Indian Institute of Technology, Delhi, Indian Institute of Public Administration, National Productivity Council, Institute of Defence Studies and Analysis, Institute of Applied Manpower Research, Management Development Institute, Centre for Policy Research, Tata Consultancy Services, Fiscal Research Foundation, Faculty of Management Studies at Delhi University, National Institute of Nutrition, Tata Economic Consultancy Services, M/s Noble House and the Strategic Management Group. The details of the items of study and the institutions to whom these were assigned may be seen in Annexe 1.10. The consultants had wide-ranging discussions with the concerned departments and associations of employees. Reports of all these institutions were received and analyzed in the

Commission and extracts from them have been included at suitable places in the text. It is hoped that with this pioneering effort, a trend towards developing a body of literature concerning matters related to Government employees, their conditions of service, compensation packages, restructuring of Governmental organizations, etc. will be set. **We recommend that all these Reports be made available to a larger audience outside the Government.** The mechanism of institutional consultants, we found, was preferable to appointment of individual experts as advisers to the Pay Commission. It provided an institutional expert input, instead of merely individual impressions:

*Inter-  
departmental  
Committees*

1.42 A study of the Reports of the previous CPCs revealed that on a number of issues they had recommended the setting up of Inter-Departmental Committees by the Government in order to consider contentious matters and come up with solutions. It was found that in a number of instances, some Committees were either not set up or took an unconscionable time to submit their Reports. Where their recommendations became available, the Government failed in numerous cases to resolve the matters finally, sometimes even till today. Learning from the past, the Commission decided that some of the important Inter-Departmental Committees should be set up during the currency of the Commission itself. In a few cases when the concerned Ministries showed reluctance, the Commission constituted the Committees on its own. The idea was to have their recommendations and make these the basis for our final report. We are glad to state that we have largely succeeded in our objective. A list of these Committees is placed at Annexc 1.11.

## INTERIM REPORTS

*First and Second  
Interim Reports*

1.43 The Commission submitted its first Report, which pertained to Interim Relief to pensioners, on 21st October, 1994. It was recommended that all pensioners and family pensioners be sanctioned an Interim Relief at a uniform rate of Rs.50 per month. This was to be treated as a distinct and separate element to be set off against the retirement benefits to be finally recommended. The Second Report of the Commission was submitted to Government on 2nd May, 1995. It recommended the grant of Interim Relief equal to 10% of basic pay, subject to a minimum of Rs.100/- per month. A further instalment of Interim Relief equal to 10% of the basic pension/family pension subject to a minimum of Rs.50 per month was also recommended. It was suggested that Dearness Allowance linked to the average AICPI 1201.66 as on July 1, 1993 be treated as dearness pay for reckoning emoluments for the purpose of retirement and death gratuities, and the ceiling on gratuity be enhanced to Rs.2.5 lakhs. These recommendations were to be given effect to from 1st April, 1995.

*Third Interim  
Report*

1.44 We submitted our Third Report on Interim Relief on 2nd August, 1996. Interim Relief equal to 10% of basic pay, subject to a minimum of Rs.100 per month was recommended. All pensioners and family pensioners were to be sanctioned a further instalment of Interim Relief equal to 10% of their basic pension/family pension, subject to a minimum of Rs.100 per month. These recommendations were to be given effect from 1st April, 1996. Recommendations contained in our Interim Reports were accepted by the Government. Orders in respect of issues dealt with in the first and second Reports were issued by the

Government on 14th July, 1995 and those in respect of the recommendations in the Third Report on 6th September, 1996.

## OUR REPORT

- General Format* 1.45 Our Report is in nine parts and has a total of 172 chapters.
- Part I* 1.46 Part I is a general introduction to the Report
- Part II* 1.47 Part II deals with Public Services Management. It is our clear belief that the nation should first build a consensus on certain fundamental issues relating to its public services. These are connected to the kind of governance we wish to have in the country. In the light of the changing social, economic, political and other trends, it is necessary to examine the changing face of the Central Government and the role of the public services therein.
- 1.48 Public Services Management can be divided into three main segments - promoting efficiency, human resource development and optimising the size of the Government machinery.
- 1.49 For promoting efficiency we must start by redefining the functional goals and then move to problems of restructuring of organisations. We have to take account of work methods and work environment, improve productivity, introduce automation, openness and autonomy and develop an effective management information system.
- 1.50 Human resource development would imply evolving of better recruitment methods, improving mobility between Government and other sectors, emphasizing training and development, devising creative and innovative performance appraisal systems, having a promotion policy that enhances motivational levels and introducing accountability into the governmental system
- 1.51 Optimisation of the machinery would cover the most significant issue of workforce size control or right-sizing the Government. This has been approached from the point of view of large segments like the organised services, the railways, the postal and telecommunication services, the armed forces and the central police organisations. The final aim is to have a leaner and meaner bureaucracy, while promoting efficiency.
- Part III* 1.52 Part III deals with principles of pay determination. We start with a discussion on the backdrop of the general economic situation and the financial resources of the Central Government. For the purpose of fair comparison, we move on to the conditions prevailing in the public and private sectors as also in the Indian States and other countries of the world.
- 1.53 We have then tried to present a discussion on the general principles for pay determination, the minimum and maximum salaries and the Government's capacity to pay.
- Part IV* 1.54 Part IV deals with pay scales of civilian employees. We first make our recommendations with regard to organised services and common categories and

then fix the pay scales for other posts in the various Ministries and Departments of the Central Government. This is followed by a Section on the officers and employees of the Supreme Court of India and the High Court of Delhi. We conclude this Part by suggesting the pattern for the Union Territories.

*Parts V & VI* 1.55 Part V deals with allowances and facilities, and Part VI with pensions and other retirement benefits for civilians.

*Parts VII & VIII* 1.56 Part VII concerns itself with the pay scales and allowances of Armed Forces personnel and Part VIII with their conditions of service and pensionary benefits.

*Part IX* 1.57 Part IX is the concluding part of the Report.

*Our overall strategy* 1.58 The whole idea of having Public Service Management first and Pay scales later is that we should first decide what we are going to do with our bureaucracy, its size, efficiency, productivity, effectiveness and accountability, before we take up the question of what it should be paid. We hope that the government will appreciate the nexus that we seek to establish between the utility of the public servant to the nation and the payment he receives for his work. Our report should be implemented as an integral whole, in its entirety, as a complete package.

*Certain Limiting Factors* 1.59 In the Report we have tried to touch upon all important issues raised before us. We have not consciously sidestepped any issue: the attempt has been to express our views and suggest a clear line of action. As far as possible, the effort has been to indicate the reasons, in brief, that have weighed with us for acceptance or rejection of each demand. However, due to paucity of space, it is not feasible to furnish detailed justification on every point. This in itself should not be interpreted to imply any lacuna in the proper examination of the matter. Decision on every issue has been taken after punctilious scrutiny at various stages in the Secretariat of the Commission. To ensure objectivity and impartiality in decision making, recommendations made by Team Leaders were submitted to a Core Group set up under the chairmanship of the Member Secretary and with four senior officers as members. All proposals finally went to the Commission in accordance with the recommendations of the Core Group.

*Great expectations* 1.60 The present Pay Commission has aroused great expectations in the minds of Central Government employees and it has perhaps not been possible for our recommendations to match those high hopes. Financial constraints of the Government have operated as a major limiting factor in making recommendations on pay and allowances, benefits and perquisites that would have been commensurate with the demands of the memorandists. Our attempt has been to provide the maximum relief possible to the Central Government employees within the overall resource constraint. We hope that the employees will appreciate the difficulty of our task in the present climate of fiscal deficits and a mounting public debt, both domestic and foreign.

## WORKING OF THE COMMISSION

### *Posts*

1.61 While the notification setting up the Fifth CPC was issued on 9th April, 1994, the Chairman took over charge of his office on 13th April, 1994. The Secretariat of the Commission started functioning on 2nd May, 1994 with the assumption of charge by the Member Secretary. At the very outset, a policy decision was taken to have a small team of officials in the Commission. As compared to 209 posts sanctioned for the Fourth CPC, we initially obtained sanction for only 107 posts with the understanding that more posts would be asked for when the pressure of work mounted. The Commission received a record number of memoranda and replies to questionnaires. The work relating to oral evidence by associations and individuals, finalisation of consultancy reports and obtaining the recommendations of Inter-departmental Committees, etc. added up and more posts were got sanctioned subsequently. The total number of posts sanctioned went up to 141, but the maximum number deployed at no stage exceeded 135.

### *Staff*

1.62 With a view to benefiting from the expertise of officers drawn from different fields, the Commission gave representation to a large variety of services in its officer cadre. Officers were drawn from Indian Administrative Service, Indian Forest Service, Indian Audit & Accounts Service, Indian Railway Accounts Service, Indian Postal Service, Indian Ordnance Factories Service, Indian Defence Accounts Service, Indian Revenue Service, Indian Economic Service, Central Secretariat Service, Border Security Force, Geological Survey of India, Central Public Works Department and the National Informatics Centre.

1.63 Staff at lower levels was drawn on deputation from different Ministries and Departments. We took a policy decision to take only such persons as were holding analogous posts in their parent Departments. With deputation allowance having been reduced to 5% of basic pay by the Fourth CPC, posts in the Commission remained unattractive. It was partly the Commission's own experience in this regard that became the basis for our recommendations on deputation duty allowance.

### *Organisational Structure*

1.64 The work of the Commission was divided into three wings - Administration Wing, Coordination Wing (including Computer and Statistical Units) and Technical Wing (consisting of six teams). The work allocation amongst the various teams, along with the details of staff sanctioned to each team is given in Annexe 1.12. Organizational Chart of the Commission is at Annexe 1.13. Name of each official deployed in the Commission, along with his service, is shown unit wise at Annexe 1.14.

### *Accommodation*

1.65 The Commission was initially provided accommodation in 22 rooms of Vigyan Bhavan Annexe. As this was found inadequate for a regular office, the Directorate of Estates subsequently allotted 11,659.87 sq. feet area on the 2nd and 3rd floors of Trikoot-I Building at Bhikaji Cama Place, R.K. Puram, New Delhi. The Commission shifted to its new premises on 11th March, 1995.

(TO BE PUBLISHED IN THE GAZETTE OF INDIA EXTRAORDINARY PART-I SECTION-I)

**GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
DEPARTMENT OF EXPENDITURE**

**RESOLUTION**

New Delhi, the 9th April, 1994  
Chaitra 19, 1916 (Saka)

**No.5(12)E-III/93.** The Government of India have been considering for some time past the changes that have taken place in the structure of emoluments of Government employees over the years. Conditions have also changed in several respects since the last Pay Commission made its Report in 1986. Accordingly, it has been decided to appoint the Fifth Central Pay Commission comprising the following:-

1.	Chairman	-	Shri Justice S.R. Pandian
2.	Member	-	Prof. Suresh Tendulkar
3.	Member-Secretary	-	Shri M.K. Kaw

2. The terms of reference of the Commission will be as follows:-

- (a) To evolve the principles which should govern the structure of emoluments and those conditions of service of Central Government employees which have a financial bearing.
- (b) To examine the present structure of emoluments and conditions of service of the following categories of Government employees, taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible:-
  - i) Central Government employees - industrial and non-industrial;
  - ii) Personnel belonging to the All India Services;
  - iii) Personnel belonging to the Armed Forces;
  - iv) Personnel of the Union Territories; and
  - v) Officers and employees of the Supreme Court of India and the High Court of Delhi.
- (c) To examine, with a view to having a proper pension structure for pensioners, the existing pension structure including death-cum-retirement benefits and make recommendations relating thereto which may be desirable and feasible.
- (d) To examine the work methods and work environment as also the variety of allowances and benefits in kind that are presently available to the aforementioned categories in addition to pay and to suggest rationalisation and simplification thereof with a view to promoting efficiency in administration, reducing redundant paper-work and optimising the size of the Government machinery.
- (e) To make recommendations on each of the foregoing having regard, among other relevant factors, to the prevailing pay structure and retirement benefits available under the State Government, etc., economic conditions in the country, the resources of the Central Government and the demands thereon such as those on account of economic and social development, defence and national security and requirements of sound fiscal management.

3. The Commission will devise its own procedure and may appoint such Advisers, institutional consultants and experts as it may consider necessary for any particular purpose. It may call for such information and take such evidence as it may consider necessary. Ministries and Departments of the Government of India will furnish such information and documents and other assistance as may be required by the Commission. The Government of India trust that State Governments, Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.

4. The Commission will make its recommendations as soon as feasible. It may consider, if necessary, sending reports on any of the matters as and when the recommendations are finalised.

Ordered that the Resolution be published in the Gazette of India.

Ordered also that a copy of the Resolution be communicated to the Ministries Departments of the Government of India, State Governments Administrations of Union Territories and all others concerned

Sd -  
(K. Venkatesan)  
Secretary to the Government of India

**(TO BE PUBLISHED IN THE GAZETTE OF INDIA EXTRAORDINARY  
PART I-SECTION 1)**

**GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
DEPARTMENT OF EXPENDITURE**

*New Delhi, the 12th January, 1995.  
22 Pausa 1916*

**RESOLUTION**

No. 5(12)/E.III/93. Government of India have decided that the Terms of Reference of the Fifth Central Pay Commission as contained in this Ministry's Resolution of even number dated 9th April, 1994 shall be amended by addition of a new para 2(f) below 2(e) of the Resolution as under :-

2(f): "The Commission may consider the demands of the staff side of the National Council of the JCM for grant of another instalment of interim relief and merger of a further portion of DA with pay (for the purpose of gratuity alone) and send a report thereon, if the Commission feels that it will not be possible for them to submit their final Report within a period of 18 months from the date of its appointment.

While considering these demands, the Fifth Central Pay Commission may take into account the interim relief and the merger of 20% of DA with pay only for the purpose of gratuity, already sanctioned by the Government in September, 1993."

Ordered that the Resolution be published in the Gazette of India.

Ordered that a copy of the Resolution be communicated to the Fifth Central Pay Commission.

Ordered also that a copy of the Resolution be communicated to Ministries/Departments of the Government of India, State Governments/Administrations of Union Territories and all others concerned.

Sd/-  
**(K. VENKATESAN)**  
*SECRETARY OF THE GOVERNMENT OF INDIA*



(TO BE PUBLISHED IN THE GAZETTE OF INDIA EXTRAORDINARY  
PART-I SECTION 1)

GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
DEPARTMENT OF EXPENDITURE

New Delhi, the 17th July, 1996  
Asadha 26, 1918(Saka)

**RESOLUTION**

No.5(12)/E-III/93. The Government have decided that the Terms of Reference of the Fifth Central Pay Commission as contained in this Ministry's Resolution of even number dated 9th April, 1994 and amended vide this Ministry's Resolution of even number dated 12th January, 1995 shall be further amended by the addition of a new para 2(g) below para 2(f) as under:-

- 2(g): "The Commission may consider whether another instalment of interim relief may be granted to the Central Government employees and give an interim report thereon. The interim relief, if recommended, shall have to be fully adjusted against and subsumed in the package which may become admissible to the Central Government employees on acceptance of the final recommendations of the Pay Commission".

Ordered that the Resolution be published in the Gazette of India.

Ordered that a copy of the Resolution be communicated to Fifth Central Pay Commission.

Ordered that a copy of the Resolution be communicated to Ministries/Departments of the Government of India, State Governments/Administrations of Union Territories and all others concerned.

Sd/-  
(N.K. SINGH)  
SECRETARY TO GOVERNMENT OF INDIA

(TO BE PUBLISHED IN THE GAZETTE OF INDIA EXTRAORDINARY  
PART -I SECTION 1)

GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
DEPARTMENT OF EXPENDITURE

New Delhi the 24th October, 1996  
Kartika 2, 1918(Saka)

**RESOLUTION**

No.5(12)/E-III/93. The Government have decided that Para 2(b) (iv) of the Terms of Reference of the Fifth Central Pay Commission as contained in this Ministry's Resolution of even number dated 9th April, 1994 may be modified on the following lines:

Existing term

Modified term

Para 2(b) (iv):

Para 2(b) (iv):

Personnel of Union  
Territories: and

Personnel of Union Territories except Members of the  
Subordinate Judiciary: and

Ordered that the Resolution be published in the Gazette of India.

Ordered that a copy of the Resolution be communicated to Fifth Central Pay Commission.

Ordered that a copy of the Resolution be communicated to Ministries/Departments of the Government of India, State Governments/Administrations of Union Territories and all others concerned.

Sd/-  
(C. RAMACHANDRAN)  
SECRETARY TO GOVERNMENT OF INDIA

(TO BE PUBLISHED IN THE GAZETTE OF INDIA EXTRAORDINARY  
PART-I SECTION 1)

GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
DEPARTMENT OF EXPENDITURE

New Delhi, the 19th November, 1996  
Kartika 28, 1918 (Saka)

**RESOLUTION**

No.5(12)/E-III/93 The Government have decided that the Terms of Reference of the Fifth Central Pay Commission as contained in this Ministry's Resolution of even number dated 9th April, 1994 and amended vide this Ministry's Resolutions of even numbers dated 12th January, 1995, 17th July, 1996 and 24th October, 1996 shall be further amended by the addition of a new para 2(h) below para 2(g) as under:-

- 2(h) "To examine the various methodology employed for determination and payment of Productivity Linked Bonus (PLB) in the Ministries and Departments of the Central Government and recommend the general principles and conditions which should govern payment of bonus and also to recommend the specific parameters for evolving bonus formulae for each Ministry and Department where PLB schemes are in Force at present.

The Commission may also examine the 'ad hoc' bonus scheme in force in those Departments where PLB schemes are not in operation with a view to recommending the desirability and feasibility of introducing productivity linked incentive scheme and may recommend a specific formulae for determining the productivity index and other related parameters."

Ordered that the Resolution be published in the Gazette of India.

Ordered that a copy of the Resolution be communicated to Fifth Central Pay Commission.

Ordered that a copy of the Resolution be communicated to Ministries/Departments of the Government of India, State Governments/Administrations of Union Territories and all others concerned.

Sd/-  
(N.K. SINGH)  
SECRETARY TO GOVERNMENT OF INDIA

**LIST OF FEDERATIONS/UNIONS/ASSOCIATION WHO  
TENDERED ORALEVIDENCE BEFORE PAY COMMISSION**

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
<b>MINISTRY OF AGRICULTURE</b>	
1.	ASSOCIATION OF TECHNICAL OFFICERS OF DIRECTORATE OF PLANT PROTECTION QUARANTINE AND STORAGE
2.	DELHI MILK SCHEME EMPLOYEES UNION
3.	DELHI MILK SCHEME TECHNICAL STAFF ASSOCIATION
4.	NON-GAZETTED TECHNICAL EMPLOYEES WELFARE ASSOCIATION,
5.	TECHNICAL OFFICERS ASSOCIATION
<b>MINISTRY OF CIVIL AVIATION &amp; TOURISM</b>	
6.	CIVIL AVIATION DEPARTMENT EMPLOYEES UNION
<b>MINISTRY OF COMMERCE</b>	
7.	DGS&D OFFICERS ASSOCIATION
8.	INDIAN TRADE SERVICE OFFICERS ASSOCIATION.
9.	NATIONAL TEST HOUSE C&D STAFF ASSOCIATION
10.	NATIONAL TEST HOUSE EMPLOYEES' ASSOCIATION
11.	NATIONAL TEST HOUSE GAZETTED OFFICERS' ASSOCIATION
<b>MINISTRY OF COMMUNICATIONS</b>	
12.	ALL INDIA POSTAL EMPLOYEES UNION CLASS-III
13.	ALL INDIA POSTAL EMPLOYEES UNION POSTMEN & CLASS IV
14.	ALL INDIA RMS & MMS EMPLOYEES UNION CLASS III
15.	ALL INDIA RMS & MMS EMPLOYEES UNION, CLASS IV
16.	ALL INDIA ASSOCIATION OF INSPECTORS AND ASSTT. SUPERINTENDENTS OF POST OFFICE.
17.	ALL INDIA ASSOCIATION OF POSTAL SUPERVISORS(GEN. LINE)
18.	ALL INDIA POSTAL ACCOUNTS EMPLOYEES ASSOCIATION
19.	ALL INDIA POSTAL ADMINISTRATIVE OFFICES EMPLOYEES UNION(GROUP C&D)(CHQ)
20.	ALL INDIA TELECOM ADMINISTRATIVE EMPLOYEES UNION
21.	ALL INDIA POSTAL & RMS ACCOUNTANTS ASSOCIATION
22.	BHARTIYA POSTAL EMPLOYEES FEDERATION
23.	BHARTIYA TELECOM EMPLOYEES FEDERATION
24.	BHARTIYA POSTAL EMPLOYEES UNION, CLASS III

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
25.	BHARTIYA POSTAL EMPLOYEES UNION POSTMEN & CLASS IV
26.	BHARTIYA RMS & MMS EMPLOYEES UNION, CLASS III
27.	BHARATIYA POSTAL ADMN. OFFICES EMPLOYEES UNION GROUP C&D(CHFQ)
28.	FEDERATION OF NATIONAL POSTAL ORGANISATION
29.	FEDERATION OF NATIONAL TELECOM ORGANISATIONS
30.	INDIAN POSTAL SERVICE ASSOCIATION.
31.	INDIAN TELECOMMUNICATION SERVICE ASSOCIATION
32.	INDIAN ENGINEERS FEDERATION
33.	JUNIOR TELECOM OFFICERS' ASSOCIATION
34.	NATIONAL FEDERATION OF POSTAL EMPLOYEES
35.	NATIONAL FEDERATION OF TELECOM EMPLOYEES
36.	NATIONAL UNION OF POSTAL EMPLOYEES
37.	NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN & CLASS IV
38.	NATIONAL UNION OF RMS EMPLOYEES MAILGUARDS & CLASS IV
39.	NATIONAL UNION OF RMS & MMS EMPLOYEES CLASS III
40.	NATIONAL UNION OF TELEGRAPH ENGINEERS
41.	POSTAL OFFICERS' ASSOCIATION(INDIA)
42.	P&T CIVIL WING DIRECT RECRUIT ENGINEERS ASSOCIATION
43.	P&T ACCOUNTS AND FINANCE (GROUP 'A') DIRECT RECRUIT ASSOCIATION
44.	TELECOM ENGINEERING SERVICES ASSOCIATION
45.	TELECOM FACTORIES ENGINEERING ASSOCIATION
46.	WPC AND MONITORING OFFICERS' GUILD
<b>MINISTRY OF DEFENCE</b>	
47.	ALL INDIA ARMY ORDNANCE CORPS CLERKS ASSOCIATION
48.	ALL INDIA DEFENCE EMPLOYEES FEDERATION
49.	ALL INDIA CIVILIAN STORE KEEPING PERSONNEL ASSN(EME)
50.	ALL INDIA ASSN. OF STOREKEEPING STAFF OF ARMY ORDNANCE CORPS
51.	ALL INDIA MES CIVILIAN ENGINEERS ASSOCIATION
52.	ALL INDIA ASSOCIATION OF ORDNANCE OFFICERS CIVILIAN(DIRECT)
53.	ALL INDIA (MES) BARRACK AND STORES CADRE ASSOCIATION
54.	ALL INDIA AIR FORCE CIVILIANS ASSOCIATION
55.	ALL INDIA MES CLERICAL CADRE AND GROUP 'D'EMPLOYEES ASSOCIATION
56.	ALL INDIA ASSOCIATION OF EME SUPERVISORS (TECHNICAL)
57.	ALL INDIA DEFENCE ACCOUNTS EMPLOYEES ASSOCIATION
58.	ALL INDIA DEFENCE ESTATE EMPLOYEES ASSOCIATION.
59.	ALL INDIA FEDERATION OF PENSIONERS' ASSOCIATIONS
60.	ALL INDIA NAVAL DRAUGHTSMEN'S ASSOCIATION
61.	ALL INDIA E.M.E. HIGHLY SKILLED WORKERS' ASSOCIATION

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
62.	ALL INDIA ASSOCIATION OF N.G.Os,(CENTRAL EXECUTIVE) CALCUTTA.
63.	ALL INDIA ENGINEERING DESIGN DRAUGHTSMEN ASSOCIATION, AVADI
64.	ALL INDIA ASSOCIATION OF NON-GAZETTED OFFICERS OF THE ORDNANCE, MADRAS.
65.	ARMED FORCES HEADQUARTERS GROUP 'D' EMPLOYEES ASSOCIATION
66.	AFHQ ASSOCIATION
67.	AIR FORCE STOREKEEPERS ASSN
68.	AFHQ, CIVILIAN OFFICERS ASSOCIATION.
69.	AIR FORCE CIVILIAN KARAMCHARI UNION
70.	AFHQ, STENOGRAPHERS ASSOCIATION
71.	AFHQ & ISO EMPLOYEES ASSOCIATION
72.	ALL INDIA NAVAL TECHNICAL SUPERVISORY STAFF ASSOCIATION
73.	AFHQ, CIVIL SERVICE(DR) GAZETTED OFFICERS ASSOCIATION
74.	BHARATIYA PRATIRAKSHA MAZDOOR SANGH
75.	CIL NON-GAZETTED OFFICERS ASSOCIATION.
76.	CENTRAL ORDNANCE DEPOT MAZDOOR UNION
77.	DEFENCE EMPLOYEES TECHNICAL PERSONNEL ASSOCIATION(INDIA)
78.	DEFENCE MARINE ENGINEERING TECH STAFF WELFARE ASSN. DQA (WP)
79.	DEFENCE SCIENTIST ASSOCIATION
80.	DEFENCE QUALITY ASSURANCE OFFICERS ASSOCIATION
81.	DEFENCE RESEARCH & DEVELOPMENT ORGANISATION SCIENTIFIC WORKERS ASSOCIATION.
82.	DEFENCE FACTORIES ALL INDIA STORE KEEPERS ASSOCIATION
83.	DRAUGHTSMEN'S ASSOCIATION OF DIRECTORATE GENERAL OF QUALITY ASSURANCE
84.	DGQA GROUP 'B' OFFICERS ASSOCIATION, MADRAS
85.	DEFENCE QUALITY ASSURANCE GROUP 'B' OFFICERS ASSOCIATION, BANGALORE
86.	HIGHLY SKILLED DEFENCE WORKER'S ASSOCIATION
87.	INDIAN NATIONAL DEFENCE WORKERS FEDERATION
88.	INDIAN DEFENCE ACCOUNTS SERVICE ASSOCIATION
89.	INDIAN ORDNANCE FACTORIES GAZETTED OFFICERS ASSN.
90.	INDIAN NAVY CIVILIAN OFFICERS ASSOCIATION.
91.	INDIAN DEFENCE SERVICES OF ENGINEERS, MILITARY ENGINEERING SERVICE GR 'A' OFFICERS ASSOCIATION
92.	INDIAN ORDNANCE FACTORIES SERVICE ASSOCIATION
93.	INDIAN DEFENCE ESTATE SERVICE ASSOCIATION
94.	INDIAN ORDNANCE FACTORIES SUPERVISORS' ASSOCIATION, KANPUR
95.	INDIAN NAVAL EMPLOYEES' UNION, MUMBAI
96.	INDIAN NAVAL DOCKYARD EMPLOYEES ASSOCIATION
97.	NAVAL ARMAMENT GAZETTED OFFICERS ASSOCIATION, VIZAG
98.	RESEARCH & DEVELOPMENT ESTABLISHMENT (ENGINEERS) EMPLOYEES UNION

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
99.	SCIENTIFIC WORKERS ASSOCIATION KANPUR
100.	SCIENTIFIC WORKERS ASSOCIATION, DGQA, KATNI
101.	SAINIK ASPATAL KARAMCHARI SANGH, PUNE
102.	THE ORDNANCE TECH. PERSONNEL ASSOCIATION
<b>MINISTRY OF ENVIRONMENT AND FORESTS</b>	
103.	BOTANICAL SURVEY OF INDIA EMPLOYEES ASSOCIATION
104.	BOTANICAL SURVEY OF INDIA, SCIENTIFIC ADMINISTRATIVE AND TECHNICAL OFFICERS ASSOCIATION
105.	FOREST SURVEY TECHNICAL EMPLOYEES ASSOCIATION
106.	NATIONAL ZOOLOGICAL PARK EMPLOYEES ASSOCIATION
107.	SCIENTISTS ASSOCIATION OF MINISTRY OF ENVIRONMENT & FOREST
108.	ZOOLOGICAL SURVEY OF INDIA EMPLOYEES ASSOCIATION
<b>MINISTRY OF EXTERNAL AFFAIRS</b>	
109.	IFS(B) ASSOCIATION OF MINISTRY OF EXTERNAL AFFAIRS
110.	INDIAN FOREIGN SERVICE ASSOCIATION
<b>MINISTRY OF FINANCE</b>	
111.	ALL INDIA FEDERATION OF CENTRAL EXCISE EXECUTIVE OFFICERS
112.	ALL INDIA FEDERATION OF CENTRAL EXCISE GAZETTED EXECUTIVE OFFICERS
113.	ALL INDIA CUSTOMS OFFICERS (DIRECT RECRUIT APPRAISERS) ASSOCIATION.
114.	BHARTIYA CURRENCY & COINS KARAMCHARI MAHASANGH
115.	BANK NOTE PRESS OFFICE STAFF ASSN
116.	CALCUTTA MINT EMPLOYEES UNION
117.	CENTRAL REVENUES CHEMICAL SERVICE ASSOCIATION
118.	CALCUTTA MINT WORKERS UNION
119.	FEDERATION OF OFFICERS ASSOCIATION OF MINTS SECURITY PRESSES AND PAPER MILL
120.	INDIAN COST & ACCOUNTS SERVICE OFFICERS ASSOCIATION
121.	INDIAN REVENUE SERVICE ASSOCIATION
122.	INCOME TAX EMPLOYEES FEDERATION
123.	INDIAN CUSTOMS & CENTRAL EXCISE SERVICE ASSOCIATION
124.	INDIA SECURITY PRESS CLASS IV EMPLOYEES UNION
125.	INDIA SECURITY PRESS & CURRENCY NOTE UNION
126.	INCOME TAX GAZETTED SERVICE ASSOCIATION
127.	INDIAN ECONOMIC SERVICE ASSOCIATION
128.	NOIDA MINT WORKERS UNION

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<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
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**MINISTRY OF FOOD PROCESSING INDUSTRIES**

129. CENTRAL FISHERIES OFFICERS ASSOCIATION

**MINISTRY OF HEALTH AND FAMILY WELFARE**

130. ALL INDIA PARA-DENTAL ASSOCIATION  
131. ALL INDIA PORT AND AIRPORT HEALTH EMPLOYEES UNION  
132. ALL INDIA CGHS AYURVEDIC & PHYSICIAN ASSOCIATION  
133. ALL INDIA GENERAL DUTY MEDICAL OFFICERS ASSOCIATION  
134. ALL INDIA CGHS HOMOEOPATHIC PHYSICIANS ASSN.  
135. ALL INDIA GENERAL DUTY MEDICAL OFFICERS' ASSOCIATION  
136. ALL INDIA GOVERNMENT MEDICAL STORES DEPOT OFFICIAL FEDERATION  
137. CENTRAL GOVT HOSPITALS RADIOGRAPHERS WELFARE ASSOCIATION  
138. COUNCIL OF NON-MEDICAL SCIENTISTS  
139. CENTRAL LEPROSY TRAINING & RESEARCH INSTITUTE EMPLOYEES UNION  
140. CENTRAL MEDICAL STORES EMPLOYEES UNION  
141. DELHI DIETIC ASSOCIATION  
142. FEDERATION OF INDIAN PHARMACIST ASSOCIATION  
143. FORUM OF MEDICAL AND SURGICAL SERVING SUPERSPECIALISTS  
(FOR MASSES)  
144. GOVT. MEDICAL STORES DEPOT STAFF ASSOCIATION  
145. GOVERNMENT MEDICAL STORE DEPOT EMPLOYEES UNION  
146. GOVT. MEDICAL STORE DEPOT OFFICIALS ASSOCIATION.  
147. GROUP 'B' GAZETTED NON-MEDICAL SCIENTIFIC ASSOCIATION  
148. HOSPITALS OPERATION THEATRE TECHNICAL STAFF ASSOCIATION  
149. HYGIENE INSTITUTE STAFF ASSOCIATION  
150. INDIAN ASSOCIATION OF PHYSIOTHERAPISTS  
151. JOINT ACTION COUNCIL OF SERVICE DOCTORS ORGANISATIONS  
152. LADY HARDINGE AND KALAWATI SARAN HOSPITAL EMPLOYEES UNION  
153. LADY HEALTH VISITORS AND AUXILLERY NURSES WELFARE ASSOCIATION  
154. NATIONAL TUBERCULOSIS INSTITUTE NON-GAZETTED STAFF  
ASSOCIATION  
155. PHYSIOTHERAPY AND OCCUPATIONAL THERAPY PRACTITIONERS  
ASSOCIATION OF GOVT HOSPITAL AND CGHS  
156. STAFF ASSOCIATION OF RAJ KUMARI AMRIT KAUR COLLEGE OF NURSING  
157. SPECIALIST OFFICERS ASSOCIATION OF CENTRAL HEALTH SERVICE  
158. STAFF ASSOCIATION OF SEROLOGIST AND CHEMICAL EXAMINER OFFICE  
159. SERVICE DENTAL OFFICERS' ASSOCIATION  
160. TECHNICAL STAFF ASSOCIATION OF MIN. OF HEALTH & FAMILY WELFARE  
161. TEACHING SPECIALISTS SUBCADRE ASSOCIATION  
162. TRAINED NURSES ASSOCIATION OF INDIA



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<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
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**MINISTRY OF HOME AFFAIRS**

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| 163. | ALL INDIA CENSUS EMPLOYEES FEDERATION   |
| 164. | ASSOCIATION OF SENIOR TRANSLATORS (CENTRAL SECRETARIAT OFFICIAL LANGUAGE SERVICE) |
| 165. | CENTRAL SECRETARIAT OFFICIAL LANGUAGE TRANSLATORS ASSOCIATION                     |
| 166. | OFFICIAL LANGUAGE WING EMPLOYEES ASSOCIATION                                      |

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT**

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| 167. | ALL INDIA ARCHAEOLOGICAL SERVICE ASSOCIATION             |
| 168. | ASSOCIATION OF GOVT. LIBRARIES & INFORMATION SPECIALISTS |
| 169. | CENTRAL EDUCATION ADVISORY OFFICERS ASSOCIATION          |
| 170. | GOVERNMENT OF INDIA LIBRARIANS ASSOCIATION               |
| 171. | JOINT COUNCIL OF LIBRARY ASSOCIATIONS OF INDIA           |
| 172. | NATIONAL MUSEUM NON-GAZETTED EMPLOYEES ASSOCIATION       |
| 173. | NATIONAL LIBRARY GAZETTED OFFICERS' ASSOCIATION          |
| 174. | NATIONAL LIBRARY STAFF ASSOCIATION                       |
| 175. | NATIONAL LIBRARY EMPLOYEES ASSOCIATION                   |

**MINISTRY OF INDUSTRY**

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| 176. | ASSOCIATION OF THE GAZETTED OFFICERS OF THE DEPARTMENT OF EXPLOSIVES, CIVIL LINES |
| 177. | INDIAN SALT SERVICE OFFICERS ASSOCIATION  |
| 178. | PATENT OFFICE CALCUTTA STAFF ASSOCIATION  |
| 179. | SMALL INDUSTRIES DEVELOPMENT ORGANISATION NON-GAZETTED STAFF ASSOCIATION          |
| 180. | SMALL SCALE INDUSTRIES DEVELOPMENT ORGANISATION OFFICERS ASSOCIATION              |
| 181. | TECHNICAL GAZETTED OFFICERS ASSOCIATION   |

**MINISTRY OF INFORMATION & BROADCASTING**

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| 182. | AUDIENCE RESEARCH EMPLOYEES ASSOCIATION                    |
| 183. | AIR FOREIGN SERVICES TRANSLATORS BROADCASTERS' ASSOCIATION |
| 184. | AIR AND DD STENO ASSOCIATION                               |
| 185. | ASSOCIATION OF RADIO & T.V. ENGINEERING EMPLOYEES          |
| 186. | AKHIL BHARTIYA AKSHWANI GROUP D'KARAMCHARI SANGH           |
| 187. | AIR & DOORDARSHAN ENGINEERING ASSN                         |
| 188. | GRADUATE ENGINEERS ASSOCIATION OF AKASHWANI & DOORDARSHAN  |
| 189. | INDIAN INFORMATION SERVICE OFFICERS ASSOCIATION (GROUP A)  |

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
190.	PROGRAMME STAFF ASSOCIATION OF AIR & DOORDARSHAN  <b>MINISTRY OF LABOUR</b>
191.	ALL INDIA CENTRAL GOVERNMENT CANTEEN EMPLOYEES ASSOCIATION
192.	AKHIL BHARTIYA CANTEEN MAZDOOR SABHA  <b>MINISTRY OF LAW, JUSTICE &amp; COMPANY AFFAIRS</b>
193.	ASSOCIATION OF OFFICERS OF CENTRAL LEGAL SERVICE
194.	ADVOCATES-ON-RECORD ASSOCIATION, SUPREME COURT
195.	ASSOCIATION OF OFFICERS & EMPLOYEES OF HIGH COURT OF DELHI
196.	CENTRAL COMPANY LAW SERVICE ASSOCIATION, NEW DELHI.
197.	EDITORIAL OFFICERS ASSOCIATION
198.	INDIAN LEGAL SERVICE OFFICERS' ASSOCIATION
199.	SUPREME COURT CLASS I OFFICERS' ASSOCIATION.
200.	SUPREME COURT CLASS IV EMPLOYEES WELFARE ASSOCIATION
201.	SUPREME COURT SHORTHAND KNOWING ASSOCIATION
202.	SUPREME COURT JUDGES LIBRARY STAFF, SUPREME COURT
203.	TECHNICAL STAFF (PRINTING) ASSOCIATION OF MINISTRY OF LAW MINISTRY OF MINES
204.	ASSOCIATION OF GEOPHYSISTS GEOLOGICAL SURVEY OF INDIA
205.	GEOLOGICAL SURVEY OF INDIA EMPLOYEES ASSOCIATION
206.	GEOLOGICAL SURVEY OF INDIA STAFF UNION
207.	GEOLOGICAL SURVEY OF INDIA ADMN. & MANAGEMENT OFFICERS ASSOCIATION
208.	GEOLOGICAL SURVEY OF INDIA SCIENTIFIC OFFICERS ASSOCIATION
209.	GEOLOGICAL SURVEY INDIA DRILLING OFFICERS ASSOCIATION
210.	GEOLOGICAL SURVEY INDIA MECHANICAL ENGINEERS ASSOCIATION.
211.	GEOLOGICAL SURVEY OF INDIA CLASS IV KARAMCHARI UNION
212.	GEOLOGICAL SURVEY OF INDIA EMPLOYEES FEDERATION
213.	GEOLOGICAL SURVEY OF INDIA EMPLOYEES ASSOCIATION, NAGPUR.
214.	GEOLOGICAL SURVEY OF INDIA EMPLOYEES ASSOCIATION, CALCUTTA.  <b>MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS</b>
215.	CSS GROUP 'A' OFFICERS ASSOCIATION
216.	CONFEDERATION OF ALL INDIA CENTRAL GOVERNMENT STENOGRAPHERS' ASSOCIATION
217.	CENTRAL GOVERNMENT EMPLOYEES WELFARE COORDINATION COMMITTEE, MUMBAI
218.	CENTRAL GOVERNMENT EMPLOYEES COORDINATION COMMITTEE
219.	CENTRAL GOVERNMENT CLERK'S UNION

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
220.	CENTRAL GOVERNMENT CLASS IV EMPLOYEES ASSOCIATION
221.	CENTRAL GOVERNMENT STAFF CAR DRIVERS ASSOCIATION
222.	CENTRAL GOVERNMENT DESPATCH RIDERS ASSOCIATION
223.	CSS SECTION OFFICER'S ASSOCIATION
224.	CENTRAL SECRETARIAT SERVICE ASSISTANT D.R. ASSOCIATION
225.	CONFEDERATION OF CENTRAL GOVERNMENT EMPLOYEES AND WORKERS
226.	CENTRAL SECRETARIAT STENOGRAPHERS SERVICE GAZETTED OFFICERS ASSOCIATION.
227.	CENTRAL SECRETARIAT STENOGRAPHER SERVICE ASSOCIATION
228.	CENTRAL SECRETARIAT SERVICE(D.R. GAZETTED SECTION OFFICERS ASSOCIATION
229.	CSSS GAZETTED OFFICERS' ASSOCIATION
230.	CENTRAL SECRETARIAT ASSISTANTS ASSOCIATION
231.	GOVERNMENT EMPLOYEES NATIONAL CONFEDERATION
232.	KENDRIYA KARAMCHARI SANGH
233.	NATIONAL COUNCIL (STAFF SIDE) JCM FOR GOVT. EMPLOYEES
<b>MINISTRY OF PLANNING AND PROGRAMME IMPLEMENTATION</b>	
234.	ALL INDIA ASSOCIATION OF ASSISTANT SUPERINTENDENTS (UL
235.	ALL INDIA ASSOCIATION OF INVESTIGATORS(NSSO)
236.	ALL INDIA OFFICERS ASSOCIATION, NATIONAL SAMPLE SURVEY ORGANISATION
237.	ALL INDIA FEDERATION OF STATISTICAL INVESTIGATORS
238.	CENTRAL STATISTICAL ORGANISATION SENIOR INVESTIGATOR ASSOCIATION
239.	INDIAN STATISTICAL SERVICE ASSOCIATION
240.	NATIONAL SAMPLE SURVEY EMPLOYEES ORGANISATION
241.	PLANNING COMMISSION OFFICERS ASSOCIATION
<b>MINISTRY OF POWER</b>	
242.	ASSOCIATION OF TECHNICAL OFFICERS OF CENTRAL ELECTRICITY AUTHORITY
<b>MINISTRY OF RAILWAYS</b>	
243.	ALL INDIA RAILWAYMEN'S FEDERATION
244.	ALL INDIA ENQUIRY-CUM-RESERVATION CLERKS' ASSOCIATION
245.	ALL INDIA TRAIN CONTROLLERS ASSOCIATION
246.	ALL INDIA LOCO RUNNING STAFF ASSOCIATION
247.	AKHIL BHARTIYA RAILWAY MEDICAL KARAMCHARI ASSOCIATION
248.	ALL INDIA RAILWAY EMPLOYEES CONFEDERATION

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
249.	ALL INDIA STATION MASTERS' ASSN.
250.	ALL INDIA RAILWAY COMMERCIAL CLERKS' ASSOCIATION
251.	ALL INDIA COMMERCIAL INSPECTOR'S ASSOCIATION
252.	ALL INDIA SWITCHMAN, CABINMAN & LEVERMAN ASSOCIATION
253.	BHARTIA RAILWAY KARAMCHARI UNION(S&T)
254.	BHARATIYA RAILWAY MAZDOOR SANGH
255.	CHITARANJAN LOCOMOTIVE WORKS LABOUR UNION
256.	CENTRAL RAILWAY OFFICERS' ASSOCIATION (GROUP A & B)
257.	CENTRAL RAILWAY PROMOTEE OFFICERS' ASSOCIATION
258.	DIPLOMA ENGINEERS ASSOCIATION
259.	FEDERATION OF RAILWAY OFFICERS ASSN.
260.	INDIAN RAILWAY TICKET CHECKING STAFF ASSOCIATION
261.	INDIAN RAILWAY TECHNICAL SUPERVISORS' ASSOCIATION
262.	INDIAN RAILWAY PHARMACISTS ASSOCIATION
263.	INDIAN RAILWAY ACCOUNTS SERVICE OFFICERS ASSOCIATION
264.	INDIAN RAILWAY PROMOTEE OFFICERS FEDERATION
265.	INDIAN RAILWAY CHEMICAL & METALLURGICAL STAFF ASSOCIATION
266.	INDIAN RAILWAY ELECTRONIC DATA PROCESSING STAFF ASSOCIATION
267.	INDIAN RAILWAY ENGINEER GRADUATES ASSOCIATION
268.	INDIAN RAILWAY PERMANENT WAY, INSPECTORS ASSOCIATION
269.	INDIAN RAILWAY TELECOM UNION
270.	INDIAN RAILWAY TRACTION WORKERS ASSOCIATION
271.	INDIAN RAILWAY SIGNAL & TELECOM STAFF ASSOCIATION
272.	NATIONAL FEDERATION OF INDIAN RAILWAYMEN
273.	NATIONAL FEDERATION OF RAILWAYMEN.
274.	RAILWAY MEDICAL OFFICERS ASSOCIATION
275.	RDSO, CLASS-III STAFF ASSOCIATION
276.	RDSO PROMOTEE OFFICERS ASSOCIATION
277.	WESTERN RAILWAY OFFICERS' ASSOCIATION(GROUP A & B)
278.	WESTERN RAILWAY PROMOTEE OFFICERS' ASSOCIATION
<b>MINISTRY OF RURAL AREAS AND EMPLOYMENT</b>	
279.	DIRECTORATE OF MARKETING INSPECTION EMPLOYEES ASSOCIATION
<b>MINISTRY OF SCIENCE AND TECHNOLOGY</b>	
280.	ASSOCIATION OF THE SCIENTIFIC ASSISTANTS
281.	DEPARTMENT OF SCIENCE & TECHNOLOGY SCIENTIFIC OFFICERS FORUM
282.	GAZETTED OFFICERS' ASSOCIATION OF NATIONAL ATLAS AND THEMATIC MAPPING ORGANISATION
283.	INDIA METEOROLOGICAL DEPARTMENT GAZETTED OFFICIERS ASSOCIATION

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
284.	INDIA METEOROLOGICAL DEPARTMENT NON-GAZETTED STAFF UNION
285.	INDIA METEOROLOGICAL WORKSHOP UNION
286.	SURVEY OF INDIA CLASS IV KARAMCHARI
<b>MINISTRY OF SURFACE TRANSPORT</b>	
287.	CENTRAL ENGINEERING SERVICE(ROADS) GROUP 'A' ASSOCIATION
288.	DEPTT. OF LIGHT HOUSES & LIGHTSHIPS STAFF ASSOCIATION
289.	DIRECTORATE OF MARINE ENGINEERING GROUP 'A' OFFICERS ASSOCIATION
290.	GOVT. OF INDIA MARINE SURVEYORS ASSOCIATION.
291.	LAKSHADWEEP HARBOUR EMPLOYEES UNION
292.	PROJECT COMPUTERS (TECHNICAL SUBORDINATE) ASSN
<b>MINISTRY OF URBAN AFFAIRS AND EMPLOYMENT</b>	
293.	ALL INDIA CPWD EMPLOYEES UNION
294.	CENTRAL GOVERNMENT ENGINEERING DRAWING STAFF CONFEDERATION
295.	CPWD WORKERS' UNION
296.	CPWD MAZDOOR UNION
297.	CPWD NON-GAZETTED STAFF ASSOCIATION
298.	CPWD ARCHITECT ASSTT./ASSTT(AD) ASSN.
299.	CPWD ARCHITECTS ASSOCIATION
300.	CPWD, JUNIOR ENGINEERS' ASSOCIATION
301.	CPWD JUNIOR ENGINEERS ASSN(INDIA)
302.	CENTRAL ENGINEERING SERVICES(DR) OFFICERS ASSOCIATION
303.	CPWD ENGINEERS' ASSOCIATION
304.	DRAWING STAFF ASSOCIATION
305.	DIRECT RECRUIT HORTICULTURE OFFICERS ASSOCIATION UNDER CPWD
306.	ENGINEERING DRAWING STAFF ASSN.
307.	HORTICULTURE SECTIONAL OFFICERS ASSOCIATION
308.	NATIONAL FEDERATION OF GOVERNMENT OF INDIA PRESS WORKERS
309.	NATIONAL FEDERATION OF PRINTING STATIONERY & PUBLICATION EMPLOYEES
310.	TOWN & COUNTRY PLANNERS ASSOCIATION
<b>MINISTRY OF WATER RESOURCES</b>	
311.	ASSOCIATION OF JUNIOR ENGINEERS OF CENTRAL WATER COMMISSION
312.	ALL INDIA CENTRAL GROUND WATER BOARD OFFICERS ASSOCIATION
313.	ALL INDIA FEDERATION OF ENGINEERS
314.	ALL INDIA CENTRAL GROUND WATER EMPLOYEES ASSOCIATION
315.	CENTRAL WATER & POWER ENGINEERING SERVICES GROUP 'A' ASSN
316.	CENTRAL WATER & POWER COMMISSION ENGINEERS(CLASS-II)

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<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
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**ASSOCIATION**

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| 317. | CENTRAL SOIL AND MATERIAL RESEARCH STATION ENGINEERING OFFICERS(GROUP A) ASSOCIATION |
| 318. | CENTRAL WATER COMMISSION'S GRADUATE ENGINEERS' ASSOCIATION.                          |
| 319. | CENTRAL WATER & POWER RESEARCH STATION OFFICERS ASSOCIATION.                         |
| 320. | CENTRAL WATER & POWER RESEARCH STATION KAMGAR SABHA                                  |
| 321. | STATISTICAL & SCIENTIFIC EMPLOYEES ASSOCIATION, CWC                                  |
| 322. | SCIENTIFIC ASSOCIATION OF CENTRAL WATER COMMISSION                                   |

**DEPARTMENT OF ATOMIC ENERGY**

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| 323. | ATOMIC ENERGY EMPLOYEES ASSOCIATION                              |
| 324. | ATOMIC ENERGY WORKERS & STAFF UNION                              |
| 325. | ATOMIC ENERGY WORKERS AND STAFF UNION, MUMBAI                    |
| 326. | BHABHA ATOMIC RESEARCH CENTRE EMPLOYEES ASSOCIATION              |
| 327. | BHABHA ATOMIC RESEARCH CENTRE OFFICERS ASSOCIATION               |
| 328. | DEPARTMENT OF ATOMIC ENERGY C&D GROUP ASSOCIATION                |
| 329. | DEPARTMENT OF ATOMIC ENERGY OF SECRETARIAT EMPLOYEES ASSOCIATION |
| 330. | DPS EMPLOYEES STAFF ASSOCIATION                                  |
| 331. | HEAVY WATER EMPLOYEES UNION                                      |
| 332. | HEAVY WATER PROJECTS(BOMBAY) EMPLOYEES ASSOCIATION               |

**DEPARTMENT OF SPACE**

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| 333. | INDIAN SPACE SCIENTIFIC OFFICERS ASSOCIATION            |
| 334. | INDIAN SPACE RESEARCH ORGANISATION STAFF ASSOCIATION    |
| 335. | INDIAN SPACE RESEARCH ORGANISATION DRIVER'S ASSOCIATION |
| 336. | ISRO-SAC KARAMCHARI MAHAMANDAL                          |
| 337. | INDIAN SPACE RESEARCH ORGANISATION STAFF ASSOCIATION    |
| 338. | ISAC STAFF ASSOCIATION                                  |
| 339. | ISTRAC EMPLOYEES ASSOCIATION                            |
| 340. | LIQUID PROPELLANT SPACE CENTRE STAFF ASSOCIATION        |
| 341. | LIQUID PROPELLANT SPACE CENTRE EMPLOYEES UNION          |
| 342. | SPACE ENGINEERS ASSOCIATION, KERALA                     |
| 343. | SHAR EMPLOYEES ASSOCIATION                              |
| 344. | SHAR EMPLOYEES TRADE UNION                              |
| 345. | SHAR EMPLOYEES UNION                                    |
| 346. | SPACE EMPLOYEES ASSOCIATION                             |
| 347. | VIKRAM,SARABHAI SPACE CENTRE EMPLOYEES UNION            |

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
<b>ESTABLISHMENT OF COMPTROLLER AND AUDITOR GENERAL OF INDIA</b>	
348.	ALL INDIA CIVIL ACCOUNTS EMPLOYEES ASSOCIATION
349.	ALL INDIA AUDIT & ACCOUNTS ASSOCIATION.
350.	ALL INDIA FEDERATION OF DIVISIONAL ACCOUNTANT'S ASSOCIATION
351.	ALL INDIA CIVIL ACCOUNTS EMPLOYEES FEDERATION
352.	ALL INDIA ASSOCIATION OF ACCOUNTS & AUDIT OFFICERS OF IA&AD
353.	INDIAN CIVIL ACCOUNTS SERVICE ASSOCIATION
354.	INDIAN AUDIT AND ACCOUNTS SERVICE ASSOCIATION
355.	JOINT ACTION COMMITTEE OF ACCOUNTS & AUDIT EMPLOYEES ORGANISATIONS
<b>ALL INDIA SERVICES ASSOCIATIONS</b>	
356.	INDIAN CIVIL AND ADMINISTRATIVE SERVICE ASSOCIATION
357.	INDIAN POLICE SERVICE (CENTRAL) ASSOCIATION
358.	INDIAN FOREST SERVICE ASSOCIATION (CENTRAL UNIT)
359.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, ASSAM UNIT
360.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, ASSAM UNIT
361.	INDIAN FOREST SERVICE OFFICERS' ASSOCIATION, ASSAM UNIT
362.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, HIMACHAL PRADESH UNIT
363.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, HIMACHAL PRADESH UNIT
364.	INDIAN FOREST SERVICE OFFICERS' ASSOCIATION, HIMACHAL PRADESH UNIT
365.	IAS ASSOCIATION, KERALA
366.	IPS ASSOCIATION, KERALA
367.	IFS ASSOCIATION, KERALA
368.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, MAHARASTRA UNIT
369.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, MAHARASTRA UNIT
370.	INDIAN FOREST SERVICE ASSOCIATION, MAHARASTRA UNIT
371.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, MANIPUR UNIT
372.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, MANIPUR UNIT
373.	INDIAN FOREST SERVICE OFFICERS' ASSOCIATION, MANIPUR UNIT
374.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, MEGHALAYA UNIT
375.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, MEGHALAYA UNIT
376.	INDIAN FOREST SERVICE OFFICERS' ASSOCIATION, MEGHALAYA UNIT
377.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, MIZORAM UNIT

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
378.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, MIZORAM UNIT
379.	INDIAN FOREST SERVICE OFFICERS' ASSOCIATION, MIZORAM UNIT
380.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, NAGALAND UNIT
381.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, NAGALAND UNIT
382.	INDIAN FOREST SERVICE OFFICERS' ASSOCIATION, NAGALAND UNIT
383.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, SIKKIM UNIT
384.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, SIKKIM UNIT
385.	INDIAN FOREST SERVICE OFFICERS' ASSOCIATION, SIKKIM UNIT
386.	INDIAN ADMINISTRATIVE SERVICE OFFICERS' ASSOCIATION, TRIPURA UNIT
387.	INDIAN POLICE SERVICE OFFICERS' ASSOCIATION, TRIPURA UNIT
388.	INDIAN FOREST SERVICE OFFICERS' ASSOCIATION, TRIPURA UNIT
<b>NCT DELHI</b>	
389.	ASSOCIATIONS OF SCHOOLS OF SOCIAL WORK IN INDIA
390.	DELHI VETERINARY ASSOCIATION
391.	DELHI SCHOOL LIBRARY ASSOCIATION
392.	DELHI ADMINISTRATION SUBORDINATE GRADE II, WELFARE ASSOCIATION
393.	DELHI GOVERNMENT PLANNING AND STAT CADRE, OFFICERS' WELFARE ASSOCIATION.
394.	DELHI PROSECUTORS WELFARE ASSN.
395.	DELHI ADMINISTRATION FOOD INSPECTORS WELFARE ASSOCIATION(PFA)
396.	DELHI ADMINISTRATION EMPLOYEES FEDERATION
397.	DELHI AND ANDAMAN & NICOBAR ISLANDS POLICE SERVICE DIRECT RECRUIT ASSOCIATION
398.	DELHI ANDAMAN AND NICOBAR ISLAND CIVIL SERVICE OFFICERS ASSOCIATION
399.	FEDERATION OF EDUCATIONAL ASSN(S) OF DELHI
400.	GRADE I OFFICERS ASSOCIATION OF NCT DELHI
401.	SOCIAL WORKER'S WELFARE ASSOCIATION
<b>UNION TERRITORY - LAKSHADWEEP</b>	
402.	LAKSHADWEEP GOVT. EMPLOYEES UNION
403.	LAKSHADWEEP EMPLOYEES PARISHAD
404.	LAKSHADWEEP VETERINARY SERVICE ASSOCIATION
405.	LAKSHADWEEP PARA-VETERINARY ASSOCIATION
406.	LAKSHADWEEP GOVERNMENT COLLEGE TEACHERS ASSOCIATION



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<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
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**UNION TERRITORY - PONDICHERRY**

407.	ASSOCIATION OF PONDICHERRY GOVT. AGRICULTURAL TECHNOLOGIST
408.	ASSOCIATIONS REPRESENTING OFFICERS AND EMPLOYEES OF JIPMER
409.	CENTRAL GOVT. EMPLOYEES WELFARE COORDINATION COMMITTEE, PONDICHERRY
410.	CONFEDERATION OF HEALTH EMPLOYEES ASSOCIATION
411.	COMPOST DEVELOPMENT INSPECTORS ASSOCIATION
412.	CONFEDERATION OF PONDICHERRY STATE GOVT. EMPLOYEES ASSOCIATION
413.	DÉGREE, DIPLOMA ENGINEERS INSTRUCTIONAL STAFF ORGANISATION
414.	EDUCATION LABORATORY ATTENDERS ASSOCIATION - PONDICHERRY
415.	FEDERATION OF HEALTH EMPLOYEES ASSOCIATION
416.	GEOLOGICAL ASSISTANTS ASSOCIATION STATE GROUND WATER UNIT
417.	GOVERNMENT PRESS TECHNICAL EMPLOYEES UNION
418.	GOVERNMENT PRESS DIPLOMA HOLDERS ASSOCIATION STATIONERY AND PRINTING, PONDICHERRY
419.	GOVERNMENT TECHNICAL CERTIFICATE HOLDERS ASSOCIATION (PWD)
420.	HEADMASTER GR.II/SCHOOL ASSISTANT GR.I/DY. INSPECTOR OF SCHOOLS ASSOCIATION
421.	ISOLATED CATEGORIES EMPLOYEES ASSOCIATION, BHARATHIPURAM
422.	JUDICIAL EMPLOYEES WELFARE ASSOCIATION
423.	MOTILAL NEHRU GOVERNMENT POLYTECHNIC TECHNICAL STAFF ASSOCIATION
424.	MNGP TEACHERS ASSOCIATION
425.	PONDICHERRY MINISTERIAL ASSOCIATION
426.	PONDICHERRY STATE COMMERCIAL TAX OFFICERS ASSOCIATION
427.	PONDICHERRY STATE FISHERIES DEPARTMENT TECHNICAL OFFICERS ASSOCIATION
428.	PONDICHERRY ACCOUNTS OFFICERS ASSOCIATION
429.	PONDICHERRY STATE COOPERATIVE DEPARTMENT OFFICERS ASSOCIATION
430.	PONDICHERRY POWER ENGINEERS SERVICE ASSOCIATION
431.	PORT ENGINEERS ASSOCIATION OF PONDICHERRY
432.	PONDICHERRY STATE GOVERNMENT EMPLOYEES CENTRAL FEDERATION
433.	PONDICHERRY STATE P.W.D. SUPERVISORY STAFF ASSOCIATION
434.	P.W.D. TECHNICAL STAFF ASSOCIATION
435.	PONDICHERRY STATE P.W.D. OVERSEERS ASSOCIATION
436.	PONDICHERRY STATE PWD DRAUGHTSMEN ASSOCIATION
437.	PONDICHERRY STATE METER READERS (PWD) ASSOCIATION
438.	PONDICHERRY STATE PWD WORK INSPECTOR ASSOCIATION
439.	PONDICHERRY STATE DIPLOMA ENGINEERS

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
440.	PONDICHERRY STATE SENIOR MEDICAL OFFICERS ASSOCIATION
441.	PONDICHERRY STATE ASSISTANT SURGEONS ASSOCIATION
442.	PONDICHERRY STATE HOSPITAL EQUIPMENTS WORKSHOP EMPLOYEES UNION
443.	PONDICHERRY STATE DIETICIAN ASSOCIATION
444.	PONDICHERRY STATE OPHTHALMIC TECHNICIANS ASSOCIATION
445.	PONDICHERRY STATE HEALTH OPERATION THEATRE TECHNICAL STAFF ASSOCIATION
446.	PONDICHERRY LEPROSY TECHNICAL STAFF ASSOCIATION
447.	PONDICHERRY TRAINED HEALTH INSPECTORS ASSOCIATION
448.	PONDICHERRY STATE PHARMACISTS ASSOCIATION
449.	PONDICHERRY STATE LAND SURVEYORS ASSOCIATION
450.	PONDICHERRY SURVEY COMPUTER DRAUGHTSMAN ASSOCIATION
451.	PONDICHERRY GOVERNMENT FIELD ASSISTANT ASSOCIATION
452.	PUDUVAI MINSARA THOZHILALAR SANGAM
453.	PONDICHERRY ELECTRICITY EMPLOYEES FEDERATION
454.	PONDICHERRY STATE RADIOLOGICAL STAFF ASSOCIATION
455.	PONDICHERRY STATE PRIMARY SCHOOL HEADMASTERS ASSOCIATION
456.	PONDICHERRY POSTGRADUATE TEACHERS WELFARE ASSOCIATION
457.	PONDICHERRY GOVERNMENT PRE-PRIMARY SCHOOLS STAFF ASSOCIATION
458.	PONDICHERRY STATE HIGHER SECONDARY SCHOOL INSTRUCTORS ASSOCIATION
459.	PONDICHERRY TECHNICAL HIGHER SEC. SCHOOL TECHNICAL STAFF ASSN.
460.	PONDICHERRY STATE TECHNICAL TEACHERS ASSOCIATION PONDICHERRY
461.	PHYSICAL DIRECTORS AND DIRECTRESS ASSOCIATION
462.	PHYSICAL EDUCATION TEACHERS ASSOCIATION PONDICHERRY
463.	PONDICHERRY GOVT. STUDENTS HOSTEL EMPLOYEES ASSOCIATION
464.	PONDICHERRY GOVT. AGRICULTURAL DEPARTMENT EMPLOYEES UNION
465.	PONDICHERRY STATE INSECT COLLECTORS ASSOCIATION
466.	PONDICHERRY GOVT. AGRICULTURE LABORATORY TECHNICAL STAFF ASSOCIATION
467.	PONDICHERRY AGRICULTURAL TECHNICAL EMPLOYEES ASSOCIATION
468.	PONDICHERRY STATE TAHSILDARS AND DY. TAHSILDARS ASSOCIATION
469.	PONDICHERRY STATE PHYSICALLY HANDICAPPED GOVT. SERVANTS ASSOCIATION
470.	PONDICHERRY GOVT. BALASEVIKAS AND CONDUCTRESS ASSOCIATION
471.	PONDICHERRY STATE SOCIAL WELFARE ORGANISERS ASSOCIATION
472.	PONDICHERRY STATE GRAMASEVAKS AND GRAMSEVIKAS ASSOCIATION
473.	PONDICHERRY STATE STATISTICAL FIELD SUPERVISORS ASSOCIATION
474.	PONDICHERRY STATE ISOLATED CATEGORY EMPLOYEES ASSOCIATION

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
475.	PONDICHERRY GOVERNMENT DRIVERS ASSOCIATION
476.	PONDICHERRY STATE FIRE SERVICES STAFF ASSOCIATION
477.	PUDUVAI ARASU WATCHMAN
478.	PONDICHERRY STATE JAIL WARDERS ASSOCIATION
479.	PONDICHERRY STATE SUPERINTENDENTS ASSOCIATION
480.	PUDUVAI MANIL PENSIONTHAR SANGAM
481.	PONDICHERRY STATE INDUSTRIES DEPTT. TECHNICAL STAFF ASSOCIATION
482.	PONDICHERRY GOVERNMENT PROJECTOR OPERATORS ASSOCIATION
483.	PLANNING & RESEARCH DEPARTMENT GAZETTED OFFICERS UNIT
484.	PONDICHERRY CIVIL SERVICES OFFICERS ASSOCIATION
485.	RETIRED POLICE OFFICERS ASSOCIATION - PONDICHERRY
486.	RADIO SUPERVISORS AND RADIO TECHNICIAN POLICE RADIO BRANCH
487.	STOREKEEPING STAFF ASSOCIATION
488.	SENIOR LABORATORY TECHNICAL STAFF ASSOCIATION
489.	THE ASSOCIATION OF COMMISSIONERS OF COMMUNE PANCHAYATS
490.	TECHNICAL OFFICERS ASSOCIATION OF GOVT. AUTOMOBILE WORKSHOP AND TRANSPORT DEPARTMENT - PONDICHERRY
491.	THE STAFF ASSOCIATION OF THE TOWN & COUNTRY PLANNING DEPARTMENT AND PLANNING AUTHORITIES - PONDICHERRY
492.	TEACHERS ASSOCIATION - PONDICHERRY
493.	THE ASSOCIATION OF THE EXECUTIVE STAFF
494.	THE PONDICHERRY GOVERNMENT INFORMATION TECHNOLOGY PROFESSIONALS ASSOCIATION
495.	WIRELESS OPERATORS, POLICE RADIO BRANCH - PONDICHERRY
	<b>PENSIONERS</b>
496.	ALL INDIA EX-SERVICEMEN WELFARE ASSOCIATION
497.	ALL INDIA CENTRAL GOVERNMENT PENSIONERS' ASSOCIATION
498.	ALL INDIA RETIRED RAILWAYMEN FEDERATION
499.	ALL INDIA ORGANISATION OF PENSIONERS
500.	ALL INDIA CENTRAL COMMITTEE OF PENSIONERS' ASSOCIATION
501.	ALL INDIA RETIRED RAILWAYMEN ASSN.
502.	ALL ASSAM CENTRAL GOVERNMENT CIVILIAN EMPLOYEES PENSIONERS' ASSOCIATION, ASSAM
503.	BHARAT PENSIONERS' SAMAJ
504.	CENTRAL & ALL INDIA SERVICES PENSIONERS' ASSOCIATION
505.	CENTRAL GOVERNMENT PENSIONERS' ASSOCIATION, SHIMLA
506.	DISABLED WAR VETERANS(INDIA)
507.	DEFENCE SERVICES OFFICERS PENSIONERS' FORUM
508.	EX-SERVICEMEN MAHA PANCHAYAT
509.	FEDERATION OF CENTRAL GOVERNMENT-PENSIONERS' ORGANISATIONS

<b>S.NO.</b>	<b>NAME OF THE FEDERATION/UNION/ASSOCIATION</b>
510.	INDIAN EX-SERVICES LEAGUE
511.	INDIAN RAILWAYS EX-SERVICEMENS' WELFARE ASSOCIATION
512.	KARNATAKA-CENTRAL GOVERNMENT PENSIONERS ASSOCIATION
513.	MEGHALAYA PENSIONERS' ASSOCIATION
514.	NATIONAL EX-SERVICEMEN COORDINATION COMMITTEE
515.	P&T AND OTHER CENTRAL GOVERNMENT PENSIONER'S ASSOCIATION
516.	PENSIONERS AND PENSIONERS ASSOCIATION
517.	PENSIONER'S ORGANISATION OF INDIA
518.	TRANS YAMUNA PENSIONERS' ASSOCIATION
<b>OTHERS</b>	
519.	ALL INDIA FEDERATION OF DIPLOMA ENGINEERS, DELHI
520.	ACCOUNTANT AND CENTRAL GOVERNMENT OFFICERS' ASSOCIATION, MANIPUR
521.	ALL INDIA RMS UNION (ASSAM CIRCLE BRANCH)
522.	ALL INDIAN ASSOCIATION OF IPOs/ASPOs. (ASSAM CIRCLE BRANCH)
523.	ALL INDIA POSTAL EMPLOYEES UNIT, ASSAM
524.	ALL INDIAN ADMINISTRATIVE EMPLOYEES UNION, ASSAM
525.	ALL INDIA ASSOCIATION OF IRM/ASRMS (ASSAM CIRCLE)
526.	COORDINATION COMMITTEE OF CENTRAL GOVERNMENT EMPLOYEES, SIKKIM
527.	CENTRAL GOVERNMENT EMPLOYEES WELFARE COORDINATION COMMITTEE, NAGALAND
528.	CENTRAL GOVERNMENT NON-GAZETTED EMPLOYEES ASSOCIATION, MANIPUR
529.	CENTRAL GOVERNMENT EMPLOYEES WELFARE COORDINATION COMMITTEE, MIZORAM
530.	CIVIL AUDIT ASSOCIATION, MEGHALAYA
531.	CLASS III SERVICE ASSOCIATION, SURVEY OF INDIA, MEGHALAYA
532.	COORDINATION COMMITTEE OF CENTRAL GOVERNMENT EMPLOYEES, MEGHALAYA
533.	CENSUS EMPLOYEES ASSOCIATION, ARUNACHAL PRADESH
534.	COORDINATION COMMITTEE OF CENTRAL GOVERNMENT EMPLOYEES AND WORKERS, ASSAM
535.	COORDINATION COMMITTEE OF P & T EMPLOYEES UNION, N.E. CIRCLE
536.	CENTRAL SERVICES ASSOCIATION, HIMACHAL PRADESH
537.	COORDINATION COMMITTEE OF CENTRAL GOVERNMENT EMPLOYEES AND WORKERS, SHIMLA
538.	ENGINEERING SUBORDINATES ASSOCIATION
539.	GROUP A & B CENTRAL GOVERNMENT EMPLOYEES ASSOCIATION, TRIPURA
540.	GROUP C & D CENTRAL GOVERNMENT EMPLOYEES ASSOCIATION.

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S.NO.	NAME OF THE FEDERATION/UNION/ASSOCIATION
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TRIPURA

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| 541. | KARAMCHARI CLASS IV UNION, SURVEY OF INDIA, MEGHALAYA        |
| 542. | MINISTERIAL STAFF ASSOCIATION, SURVEY OF INDIA, MEGHALAYA    |
| 543. | METEOROLOGICAL DEPTT. STAFF UNION, GUWAHATI BRANCH           |
| 544. | NATIONAL FEDERATION OF THE BLIND, NEW DELHI                  |
| 545. | NORTH EASTERN COUNCIL SECTT. EMPLOYEES ASSOCIATION, SHILLONG |
| 546. | N.E. RAILWAY EMPLOYEES ASSOCIATION, ASSAM                    |
| 547. | N.E. RAILWAY PROMOTEE OFFICERS' ASSOCIATION, ASSAM           |
| 548. | N.E. RAILWAY OFFICERS' ASSOCIATION (CLASS I), ASSAM          |
| 549. | PROGRAMME ASSOCIATION OF AIR AND DDK, MEGHALAYA              |
| 550. | REGIONAL COORDINATION COMMITTEE OF P & T UNIT, ASSAM         |
| 551. | SURVEYORS' ASSOCIATION, MEGHALAYA                            |
| 552. | TECHNICAL STAFF ASSOCIATION BUREAU, SHIMLA                   |

**LIST OF SENIOR JUDICIAL AND GOVERNMENT FUNCTIONARIES  
WHO PARTICIPATED IN DISCUSSION WITH THE PAY COMMISSION**

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**SL NO      NAME AND DESIGNATION**

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**JUDICIAL FUNCTIONARIES**

- 1            JUSTICE A M. AHMADI, CHIEF JUSTICE, SUPREME COURT OF INDIA.
- 2            JUSTICE M J. RAO, CHIEF JUSTICE, DELHI HIGH COURT.

**COMPTROLLERS AND AUDITORS GENERAL OF INDIA**

- 3            SHRI C G. SOMAIAH, COMPTROLLER AND AUDITOR GENERAL OF INDIA.

**DEFENCE FORCES**

- 4            GENERAL S. ROY CHOWDHURY, CHIEF OF ARMY STAFF.
- 5            AIR CHIEF MARSHAL S.K. SAREEN, CHIEF OF AIR STAFF.
- 6            ADMIRAL V.S. SHEKHAWAT, CHIEF OF NAVAL STAFF.
- 7            LT GEN J.M. GARGA, DIRECTOR GENERAL OF QUALITY ASSURANCE
- 8            AIR CHIEF MARSHAL N.C. SURI(RETD)
- 9            ADMIRAL R.H. TAHILIANI(RETD), P V S.M.
- 10          BRIG. S.P. SIBAL(RETD)

**SECRETARIES/SPECIAL SECRETARIES/ADDITIONAL SECRETARIES TO  
GOVERNMENT OF INDIA**

- 11          SHRI P. ABRAHAM, SECRETARY, MINISTRY OF POWER
- 12          SHRI M.S. AHLUWALIA, FINANCE SECRETARY, MINISTRY OF FINANCE

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**SL NO NAME AND DESIGNATION**

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13. SHRI G. BALAKRISHNAN, SECRETARY, DEPARTMENT OF AGRICULTURE AND COOPERATION
14. SHRI Y.N. CHATURVEDI, SECRETARY(I.S.M. & H.), MINISTRY OF HEALTH & FAMILY WELFARE
15. SHRI P.P. CHAUHAN, SECRETARY, DEPTT. OF HEALTH
16. DR. R. CHIDAMBARAM, CHAIRMAN, ATOMIC ENERGY COMMISSION
17. SHRI P.R. DASGUPTA, SECRETARY, DEPTT. OF EDUCATION
18. SHRI S. GOPALAN, SECRETARY, MINISTRY OF INFORMATION & BROADCASTING
19. MRS SARLA GOPALAN, SECRETARY, DEPTT. OF WOMEN & CHILD DEVELOPMENT
20. SHRI SALMAN HAIDAR, FOREIGN SECRETARY, MINISTRY OF EXTERNAL AFFAIRS
21. SHRI P.C. HOTA, SECRETARY, DEPTT. OF ADMINISTRATIVE REFORMS & PUBLIC GRIEVANCES
22. DR. A.P.J. ABDUL KALAM, SCIENTIFIC ADVISER TO RAKSHA MANTRI MINISTRY OF DEFENCE
23. SHRI V.K. KAPOOR, SECRETARY, DEPTT. OF DEFENCE PRODUCTION & SUPPLY
24. DR. K. KASTURIRANGAN, CHAIRMAN, SPACE COMMISSION
25. SHRI G.K. KHARE, CHAIRMAN, RAILWAY BOARD
26. DR. L. MISRA, SECRETARY (LABOUR) AND DG E&T, MIN. OF LABOUR
27. SHRI M.P. MODI, CHAIRMAN(TELECOM COMMISSION) & SECRETARY, DEPTT. OF TELECOMMUNICATION
28. SHRI K. PADMANABHAIAH, SECRETARY(HOME), MINISTRY OF HOME AFFAIRS

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**SL. NO NAME AND DESIGNATION**

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29. SHRI V. K. PANDIT, SPECIAL SECRETARY, PLANNING COMMISSION
30. SHRI R. U. S. PRASAD, SECRETARY, DEPTT. OF POSTS
31. SHRI K. RAJAN, SECRETARY, ANIMAL HUSBANDRY AND DAIRYING
32. SHRI C. RAMACHANDRAN, SECRETARY, DEPTT. OF URBAN DEVELOPMENT
33. PROF. V. S. RAMAMURTHY, SECRETARY, DEPTT. OF SCIENCE & TECHNOLOGY
34. DR. M. S. REDDY, SECRETARY, MINISTRY OF WATER RESOURCES
35. SHRI S. SATYAM, SECRETARY, DEPTT. OF STATISTICS
36. SHRI A. C. SEN, SECRETARY, MINISTRY OF MINES
37. SHRI B. P. SINGH, SECRETARY, DEPTT. OF CULTURE
38. SHRI CHET SINGH, FINANCIAL ADVISER, MINISTRY OF DEFENCE
39. SHRI N. K. SINGH, SECRETARY (REVENUE), MINISTRY OF FINANCE
40. SHRI V. SIVAKUMARAN, FINANCIAL COMMISSIONER, MINISTRY OF RAILWAYS (RAILWAY BOARD)
41. SHRI M. R. SIVARAMAN, SECRETARY, DEPTT. OF REVENUE
42. SHRI S. SUNDER, SECRETARY, MINISTRY OF SURFACE TRANSPORT
43. DR. DINESH CHANDRA, ADDL. SECRETARY, DEPTT. OF PENSIONS & PENSIONERS' WELFARE

**HEADS OF DEPARTMENTS**

44. DR. S. K. ACHARYA, DIRECTOR GENERAL, GEOLOGICAL SURVEY OF INDIA
45. SHRI CHANDRESH BHUSHAN, REGISTRAR GENERAL, SUPREME COURT OF INDIA
46. SHRI R. GANESAN, CHIEF POSTMASTER GENERAL, MUMBAI



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**SL NO    NAME AND DESIGNATION**

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- 47.    SHRI S. GHOSH, REGISTRAR, SUPREME COURT OF INDIA
- 48.    SHRI RAVI KATHPALIA, CONTROLLER GENERAL OF ACCOUNTS
- 49.    SHRI K.K. MADAN, DIRECTOR GENERAL, C.P.W.D.
- 50.    DR. A.K. MUKHERJEE, DIRECTOR GENERAL, HEALTH SERVICES
- 51.    SHRI S.S. NATARAJAN, DGOF & CHAIRMAN, ORDNANCE FACTORY BOARD
- 52.    SHRI A.N. PRASAD, DIRECTOR, BHABHA ATOMIC RESEARCH CENTRE
- 53.    SHRI KALYAN RUDRA, DIRECTOR GENERAL, RAILWAY PROTECTION FORCE
- 54.    SHRI RAMESH SHARMA, REGISTRAR, DELHI HIGH COURT
- 55.    COMMODOR SRINIVASAN, CHIEF HYDROGRAPHER, NAVAL HYDRAGRAPHIC OFFICE, DEHRADUN
- 56.    SHRI K.S. VENKATARAMANI, MEMBER(T), CENTRAL EXCISE GOLD APPELLATE TRIBUNAL

**CENTRAL POLICE ORGANISATIONS**

- 57.    SHRI D.K. ARYA, DIRECTOR GENERAL, BORDER SECURITY FORCE
- 58.    SHRI K. DEKA, DIRECTOR, DIRECTORATE OF COORDINATION (POLICE WIRELESS)
- 59.    SHRI D.C. PATHAK, DIRECTOR, INTELLIGENCE BUREAU
- 60.    SHRI K. VIJAYA RAMA RAO, DIRECTOR, CENTRAL BUREAU OF INVESTIGATION
- 61.    LT. GEN. T.P.S. RAWAT, DIRECTOR GENERAL, ASSAM RIFLES
- 62.    SHRI JOGINDER SINGH, DIRECTOR GENERAL, INDO-TIBETAN BORDER POLICE
- 63.    SHRI N.K. SINGH, DIRECTOR GENERAL, BUREAU OF POLICE RESEARCH

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**SL. NO NAME AND DESIGNATION**

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AND DEVELOPMENT

64. SHRI A.K. TONDON, DIRECTOR GENERAL, CENTRAL INDUSTRIAL SECURITY FORCE AND NATIONAL SECURITY GUARDS
65. SHRI S.C. TRIPATHY, DIRECTOR GENERAL, CIVIL DEFENCE, MINISTRY OF HOME AFFAIRS
66. SHRI S.V.M. TRIPATHY, DIRECTOR GENERAL, CENTRAL RESERVE POLICE FORCE

**CHIEF SECRETARIES/ADMINISTRATOR OF STATES AND UNION TERRITORIES**

67. SHRI S.R. ARYA, CHIEF SECRETARY, GOVERNMENT OF PONDICHERRY
68. SHRI A. BHATACHARJEE, CHIEF SECRETARY, GOVERNMENT OF ASSAM
69. SHRI G.S. CHEEMA, ADMINISTRATOR, LAKSHADWEEP
70. SHRI M. DAMODARAN, CHIEF SECRETARY, GOVERNMENT OF TRIPURA
71. SHRI N. HARIBHASKAR, CHIEF SECRETARY, GOVERNMENT OF TAMILNADU
72. SHRI T.C.K. LOTHAN, CHIEF SECRETARY, GOVERNMENT OF NAGALAND
73. SHRI R. RAMACHANDRAN NAIR, CHIEF SECRETARY, GOVERNMENT OF KERALA
74. SHRI K.K. SINHA, CHIEF SECRETARY, GOVERNMENT OF MEGHALAYA
75. SHRI K.K. SETHI, CHIEF SECRETARY, GOVERNMENT OF MANIPUR
76. SHRI S.P. UPASANI, CHIEF SECRETARY, GOVERNMENT OF MAHARASHTRA
77. SHRI K.A. VARADAN, CHIEF SECRETARY, GOVERNMENT OF SIKKIM

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**PROMINENT PERSONS WITH WHOM THE COMMISSION INTERACTED**

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**GOVERNORS.**

1. Dr.P.C.Alexander Governor of Maharashtra
2. Shri Romesh Bhandari, Governor of Tripura
3. Shri P. Shiv.Shankar, Governor of Kerala
4. Shri P.R. Kyndiah, Governor of Mizoram.

**CHIEF MINISTERS/DEPUTY CHIEF MINISTER/MINISTERS/MP**

5. Shri A.K. Antony, Chief Minister, Kerala.
6. Shri P.K. Chamling, Chief Minister, Sikkim.
7. Shri S. C. Jamir, Chief Minister, Nagaland.
8. Sh.R.V.Janakiraman, Chief Minister, Pondicherry
9. Shri Manohar Joshi, Chief Minister, Maharashtra
10. Dr. M. Karunanidhi, Chief Minister, Tamil Nadu.
11. Shri Reishang Kieshing, Chief Minister, Manipur.
12. Shri Lalthanhawla, Chief Minister, Mizoram.
13. Shri S.C. Marak, Chief Minister, Meghalaya
14. Shri Hiteshwar Saikia, Chief Minister, Assam
15. Shri Baidya Nath Majumdar, Deputy Chief Minister, Tripura
16. Shri Gopinath Munde, Deputy Chief Minister, Maharashtra
17. Shri J. Lalsangzuala, Finance Minister, Mizoram.
18. Mrs. Margaret Alva, Member of Parliament.

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## PROMINENT PERSONS WITH WHOM THE COMMISSION INTERACTED

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### STATE PAY COMMISSIONS AND OTHER PAY BODIES

19. Justice K.J. Shetty, Chairman, National Judicial Pay Commission
20. Justice S.S. Sandhawalia, Chairman, Punjab Pay Commission
21. Justice G.C. Mittal, Chairman, Haryana Pay Commission
22. Justice Mohan Lal Shrimal, Chairman, Sikkim Pay Commission
23. Justice Charanjit Talwar, Chairman, Committee on Extra Departmental Agents of Department of Posts
24. Prof. R.P. Rastogi, Chairman, U.G.C. Pay Review Committee and other Members of the Committee
25. Shri K. Shudha Rao, Member Secretary, All India Council for Technical Education Pay Committee

**ESTABLISHMENTS VISITED BY THE PAY COMMISSION**

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**CENTRAL POLICE ORGANISATIONS  
( PARA MILITARY FORCES)**

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**ASSAM RIFLES**

1. Headquarters - Shillong
2. Posts at Bombang, Lanchung and Chaten, Sikkim
3. Posts at Chui and Chang Lang Shu, Nagaland
4. Posts at Payui and Maokot, Manipur
5. Posts at Nogpa, Mizoram

**BORDER SECURITY FORCE**

6. DG Headquarters - New Delhi
7. IG Headquarters - Jammu, Kashmir and Punjab
8. Subsidiary Training Centre, Punjab
9. Frontier Hospital, Pantha Chowk, Kashmir
10. Border Out Posts at Sakhewal and Jaisalmer, Rajasthan
11. Border Out Posts at Biarpet and Rann of Kutch, Gujarat
12. Posts at Phesamgjang, Behang, Manipur
13. Forwarded defended locality at Lichi in J&K
14. Border Out Posts at Rajatal in Punjab
15. Border Out Posts at Abdulian in J&K
16. Unit Tactical Headquarters at Lethpura, J&K
17. Joint Check Post, Wagha, Punjab

18. Water Wing, Koteswar, Gujrat

#### **CENTRAL RESERVE POLICE FORCE**

19. Headquarters - New Delhi

20. Deployment at Varanasi, Ayodhya and Mathura, UP

21. Deployment at Bharatpur, Rajasthan

22. Post Bokajan, Assam

23. Post Parbong, Manipur

#### **CENTRAL POLICE ORGANISATIONS (NON PARA MILITARY ORGANISATIONS)**

24. National Security Guard Training Centre and Garrison at Manesar, Haryana

25. Intelligence Bureau Headquarters, New Delhi.

26. National Crime Records Bureau, New Delhi.

27. National Institute of Criminology & Forensic Science, New Delhi.

28. Headquarters of Laboratory of Govt. Examiner of Questioned Documents, Shimla.

#### **DEFENCE ESTABLISHMENTS**

29. Headquarters Military Engineering Service, New Delhi.

30. Infantry Division, Poonch and Infantry Division, Jammu & Kashmir.

31. Harbour Area and Naval Installations & Ship, Mumbai

32. DRDO Snow and Avalanche Study Establishment, Manali, Himachal Pradesh.

33. Air Force Fire Power Demonstration, Pokhran

34. Desert Sector in Rajasthan - Army Exercises

35. Hqrs. Western Naval Command, Mumbai

36. Naval Dockyard, Mumbai.

37. Naval Armament Depot, Karanja

38. INS Ranvijay-Naval Fleet Exercise
39. Armoured Vehicle Factory Headquarters, Avadi.
40. Heavy Vehicle Factory, Avadi.
41. Engine Factory, Avadi.
42. Clothing Factory, Avadi.
43. Dte. General of Border Roads, Kashmir House, New Delhi.
44. Combat Vehicle Research and Development Establishment, Avadi.
45. Regional Headquarter of Coast Guard, Chennai.

#### **RAILWAY ESTABLISHMENTS**

46. Track Inspection of Delhi Area, IRCA Building & DRM Office of Railways, New Delhi.
47. Jammu-Udhampur Rail Project
48. Rail Coach Factory, Kapurthala, Punjab.
49. Integral Coach Factory, Perambur.
50. Metropolitan Rapid Transport System, Ministry of Railways, Chennai
51. Western Zonal Railway Hqrs. & Suburban System, Mumbai.
52. Central Railway Hqrs., Mumbai.
53. Passenger Reservation System, Control Office of Delhi Division of Northern Railway, Delhi.
54. Cardiology Unit, Railway Hospital, Perambur.
55. Nagore and Nagapattinam Railway Stations, Pondicherry

#### **OTHER ESTABLISHMENTS**

56. C.P.W.D construction in Vigyan Bhawan, New Delhi.
57. C.P.W.D. construction of Parliament Library and Hall of Special Display at Pragati Maidan, New Delhi.
58. Fast Breeder Reactor, Department of Atomic Energy, Madras

59. Bhabha Atomic Research Centre, Mumbai
60. Indian Space Research Organisation, Trivandrum
61. Vikram Sarabhai Space Centre Trivandrum
62. Liquid Propulsion Systems Centre, Mahendragiri.
63. Test Facility of Liquid Propulsion Systems Centre, Mahendragiri.
64. Atomic Energy Commission Hqrs. Mumbai.
65. Missile Preparation Facility, TUNIR .
66. New Customs House, Mumbai.
67. Air Customs, Sahara International Airport, Mumbai
68. State Secretariat at Shimla.
69. State Secretariat, Govt. of Maharashtra; Mumbai
70. Income Tax Settlement Commission, Mumbai
71. Films Divisions, Mumbai
72. Jawaharlal Institute of Postgraduate Medical Education and Research (JIPMER), Pondicherry



**DETAILS REGARDING COMMISSIONED STUDIES**

<b>SL NO</b>	<b>NAME OF THE STUDY</b>	<b>INSTITUTE TO WHICH STUDY WAS ASSIGNED</b>
1.	MANPOWER OPTIMISATION IN ARMED FORCES	INSTITUTE OF DEFENCE STUDIES & ANALYSIS, NEW DELHI
2.	REVIEW OF RATION SCALES TO ARMED FORCES PERSONNEL	NATIONAL INSTITUTE OF NUTRITION, HYDERABAD
3.	RESTRUCTURING ORDNANCE FACTORIES ORGANISATION	TATA CONSULTANCY SERVICES, NEW DELHI
4.	RESTRUCTURING OF MEDICAL SERVICES IN THE CHANGED SOCIO-ECONOMIC ENVIRONMENT	INDIAN INSTITUTE OF PUBLIC ADMINISTRATION, NEW DELHI
5.	RESTRUCTURING OF TELECOM SERVICES	NATIONAL PRODUCTIVITY COUNCIL, NEW DELHI
6.	RESTRUCTURING OF POSTAL SERVICES	FACULTY OF MANAGEMENT STUDIES, UNIVERSITY OF DELHI, DELHI
7.	RESTRUCTURING OF SERVICES IN THE FIELD OF SCIENCE AND TECHNOLOGY & AGRICULTURAL RESEARCH	INDIAN INSTITUTE OF SCIENCE, BANGALORE
8.	SURPLUS MANPOWER ON THE INDIAN RAILWAYS	INSTITUTE OF APPLIED MANPOWER RESEARCH, NEW DELHI
9.	ROLE OF ENGINEERING PERSONNEL IN THE CENTRAL GOVT. IN THE CHANGED SOCIO ECONOMIC AND POLITICAL ENVIRONMENT AND THE MEASURES NECESSARY TO ENSURE THEIR CONTINUED RETENTION IN THEIR SPECIALISED FIELDS.	INDIAN INSTITUTE OF TECHNOLOGY, NEW DELHI

<b>SL NO</b>	<b>NAME OF THE STUDY</b>	<b>INSTITUTE TO WHICH STUDY WAS ASSIGNED</b>
10.	ESTABLISHMENT OF A PENSION FUND	TATA ECONOMIC CONSULTANCY SERVICE, BOMBAY
11.	VOLUNTARY RETIREMENT SCHEME FOR CENTRAL GOVERNMENT EMPLOYEES	M/S NOBLE HOUSE, NEW DELHI
12.	DATE OF SUPERANNUATION OF CENTRAL GOVERNMENT EMPLOYEES	INSTITUTE OF APPLIED MANPOWER RESEARCH, NEW DELHI
13.	EXEMPTION OF GOVT. SALARIES FROM INCOME TAX	FISCAL RESEARCH FOUNDATION, NEW DELHI
14.	RESTRUCTURING THE GOVT. OFFICE	(i) TATA CONSULTANCY SERVICE, NEW DELHI  (ii) INDIAN INSTITUTE OF TECHNOLOGY, NEW DELHI
15.	GOVERNANCE & GOVERNMENT EMERGING SCENARIO IN THE 21ST CENTURY	STRATEGIC MANAGEMENT GROUP 132, SHIVALIK APARTMENTS KALKAJI NEW DELHI
16.	RESTRUCTURING AND RATIONALISATION OF CPOs	CENTRE FOR POLICY RESEARCH, NEW DELHI
17.	DETERMINATION OF MINIMUM SALARY FOR CENTRAL GOVERNMENT EMPLOYEES	NATIONAL PRODUCTIVITY COUNCIL, NEW DELHI.
18.	DETERMINATION OF A RATIONAL SALARY STRUCTURE FOR SENIOR FUNCTIONARIES IN THE CENTRAL GOVERNMENT	INDIAN INSTITUTE OF PUBLIC ADMINISTRATION, NEW DELHI
19.	COMPARISON OF SALARIES AND PERQUISITES IN THE GOVERNMENT WITH THOSE IN PRIVATE & PUBLIC SECTOR	MANAGEMENT DEVELOPMENT INSTITUTE, GURGAON

**SUMMARY TABLE OF WORKING GROUPS**

<b>Sl No.</b>	<b>Category of Posts studied by the Working Group</b>	<b>Scope of Study</b>	<b>Constitution</b>
1.	Laboratory Technicians	To examine the disparities in the pay structure of Laboratory Technicians, Laboratory Asstts., Chemists, Laboratory Attendants etc.	1. Jt. Secretary (Admn.) Ministry of Science & Technology  2. Jt. Secretary (Per) Ministry of Defence  3. Jt. Secretary (Estt.) Deptt. of Supply Ministry of Commerce  4. Jt. Secretary (Admn.) Ministry of Rural Affairs & Employment  5. Jt. Secretary (Police) Ministry of Home Affairs  6. Executive Director Railway Board Ministry of Railways
2.	Non-Gazetted Scientific Staff (Tech/Scientific Research Asstts.)	To examine the need for maintaining separate cadre of specialists among non-gazetted staff And for rationalising the Pay structure, career Progression, special Allowances and also the Formation of an Organised/ unified service	1. Jt. Secretary (Admn.) Deptt. of Science & Technology Ministry of Science & Technology  2. Jt. Secretary (Admn.) Deptt of Health Ministry of Health and Family Welfare  3. Jt. Secretary Deptt of Agriculture &

<b>Sl No.</b>	<b>Category of Posts studied by the Working Group</b>	<b>Scope of Study</b>	<b>Constitution</b>
			Cooperation Ministry of Agriculture
			4. Executive Director Railway Board Ministry of Railways
			5. Director of Personnel Defence Research & Development Organisation Ministry of Defence
3.	Para Medical Staff	Examination of the nature and nomenclature of posts to be included in the category of para medical staff, optimisation of their man power and rectification of the problems of anomalies in pay and promotion.	1 Jt. Secretary (Admn.) Deptt. of Health Ministry of Health and Family Welfare  2 Jt. Secretary(Police) Ministry of Home Affairs  3 Jt. Secretary (Pers) Deptt. of Science & Technology Ministry of Science & Technology  4 Jt. Secretary (Admn.) Ministry of Defence  5 Director General Railway Health Services Ministry of Railways  6 Dy. Directr General (Medical) Deptt. of Posts  7 Jt. Secretary Ministry of Environment & Forest

Sl No.	Category of Posts studied by the Working Group	Scope of Study	Constitution
4.	Veterinarians	To define, examine and suggest the co-relation between the size of para medical and medical service and to look into the demands for parity inter se between these categories and rectification of anomalies in pay scales and stagnation	<ol style="list-style-type: none"> <li>1. Director General Remount Veterinary Corps Ministry of Defence</li> <li>2. Jt. Secretary (Admn.) Deptt. of Animal Husbandry Ministry of Agriculture</li> <li>3. Jt. Secretary (Admn.) Deptt. of Health</li> <li>4. Jt. Secretary Ministry of Rural Affairs &amp; Employment</li> <li>5. Jt. Secretary Ministry of Environment &amp; Forests</li> <li>6. Director Veterinary Services Delhi Administration</li> <li>7. Representatives of Para Military Forces and Border Security Force</li> </ol>
5.	Printing Staff	To suggest steps to bring uniformity in pay scales and service conditions and removal of existing disparities	<ol style="list-style-type: none"> <li>1. Addl. Secretary and Jt. Secretary Ministry of Urban Affairs &amp; Employment</li> <li>2. Executive Director Railway Board (G) Ministry of Railways</li> <li>3. Jt. Secretary Ministry of Finance</li> </ol>

SI No.	Category of Posts studied by the Working Group	Scope of Study	Constitution
			4. Jt. Secretary Ministry of Science & Technology
			5. Director Postal Board Deptt. of Posts
			6. Director Printing Directorate of Printing
6.	Electronic Data Processing Staff (EDP)	Rationalisation of pay scales of EDP staff and examination of the feasibility of creating a Central Informatics Service	1. Spl. Secretary Planning Commission 2. Director General National Informatics Centre 3. Jt. Secretary Deptt. of Personnel & Training 4. Jt. Secretary Deptt. of Expenditure 5. Executive Director (Accts) Ministry of Railways 6. Scientist/Engineer (Grade SG) Deptt. of Electronics 7. Jt. Secretary Ministry of Home Affairs 8. Director Ministry of Defence

Sl No.	Category of Posts studied by the Working Group	Scope of Study	Constitution
7.	Work Establishment Charged Norms	Comparative Study of the norms for work charged estt. in various Ministries/Departments with a view to rationalising them and effecting economy	<ol style="list-style-type: none"> <li>1. Director (MPP) Deptt. of Telecom</li> <li>2. Chief Engineer (HRM) Central Water Commission</li> <li>3. Director SIU Deptt. of Expenditure</li> <li>4. Director (Plg &amp; Coord) Deptt of Defence Production &amp; Supply</li> <li>5. Director (Works) Deptt of Defence</li> <li>6. Supdt Engg. (Coord) Central Public Works Department</li> <li>7. Director (C) Fifth Central Pay Commission</li> </ol>
8.	Stenographers outside Secretariat	To examine the demand for parity in the pay scales of Stenographers in the Sectt or HQrs Offices and those in the attached and subordinate offices or in the field formations and to examine the adequacy of the promotional avenues available to them.	<ol style="list-style-type: none"> <li>1. Jt. Secretary (S) Fifth Central Pay Commission</li> <li>2. Executive Director Ministry of Railways</li> <li>3. Jt. Secretary Ministry of Defence</li> <li>4. Director (C) Fifth Central Pay Commission</li> <li>5. Officer on Special Duty (PC) Deptt of Posts</li> </ol>

Sl No.	Category of Posts studied by the Working Group	Scope of Study	Constitution
			6. Director Admn. Reforms & P.G.
			7. Director (E) Deptt. of Personnel & Training
			8. Dy Secretary (D) Fifth Central Pay Commission
9.	Language Instructors	To examine the demand for parity in pay scales and promotional avenues	1. Jt. Secretary(S) Fifth Central Pay Commission 2. Jt. Secretary Deptt. of Personnel 3. Jt. Secretary (Training) Ministry of Defence 4. Jt. Secretary Deptt. of Education 5. Director (PF) Ministry of Home Affairs
10.	Accounts Staff	To examine the need for parity in pay scales and service conditions	1. Jt. Secretary (S) Fifth Central Pay Commission 2. Addl. F.A. (T) & Jt Secretary Ministry of Defence 3. Addl. CGDA (System) Ministry of Defence 4. Dy Director General (PAF) Deptt. of Posts 5. Dy Director General (TRF) Deptt. of Telecom.



Sl No.	Category of Posts studied by the Working Group	Scope of Study	Constitution
			6. Director (C) Fifth Central Pay Commission
			7. Principal Director (Staff) Office of C & A.G
			8. Jt. Director (Fin) Ministry of Railways
			9. Dy Secretary (A) Fifth Central Pay Commission
			10. Dy Secretary (E) Fifth Central Pay Commission
11.	Artists	For streamlining the grade structure	1. Jt. Secretary (R) Fifth Central Pay Commission
			2. Jt. Secretary (IP&CA) Ministry of Information & Broadcasting
			3. Jt. Secretary (B) Ministry of Information & Broadcasting
			4. Jt. Secretary (Films) Ministry of Information & Broadcasting
12.	Camerman/ Photographer	For streamlining the grade structure	1. Jt. Secretary (R) Fifth Central Pay Commission
			2. Jt Secretary (E) Ministry of Defence

Sl No.	Category of Posts studied by the Working Group	Scope of Study	Constitution
			3. Jt. Secretary Defence Production Ministry of Defence
			4. Jt. Secretary. (Admn.) Deptt. of Education Ministry of Human Resource Development
			5. Jt. Secretary (Admn.) Deptt. of Agriculture & Cooperation Ministry of Agriculture
			6. Jt. Secretary (B) Ministry of Information & Broadcasting
			7. Jt. Secretary (Admn.) Ministry of Water Resources
13.	Translators- Cum-Interpreter Foreign Language	Study the disparities between those in the Ministry of Defence and those in the Ministry of External Affairs and to streamline their grade structure in general.	1. Jt. Secretary (R) Fifth Central Pay Commission 2. Jt. Secretary (E) Ministry of Defence 3. Jt. Secretary (AD) Ministry of External Affairs
14.	Central Police Organisations (CPOs)	Restructuring and rationalisation of CPOs.	1. Member Secretary Fifth Central Pay Commission 2. Spl. Secretary (ISP) Ministry of Home Affairs

Sl No.	Category of Posts studied by the Working Group	Scope of Study	Constitution
			3. Director General Border Security Force
			4. Director General Central Reserve Police Force
			5. Director General BPR&D
			6. Jt. Secretary (NE) Ministry of Home Affairs
			7. Jt. Secretary (P) Ministry of Home Affairs
			8. Jt. Secretary (Security) Ministry of Home Affairs

## TEAM WISE WORK ALLOCATION

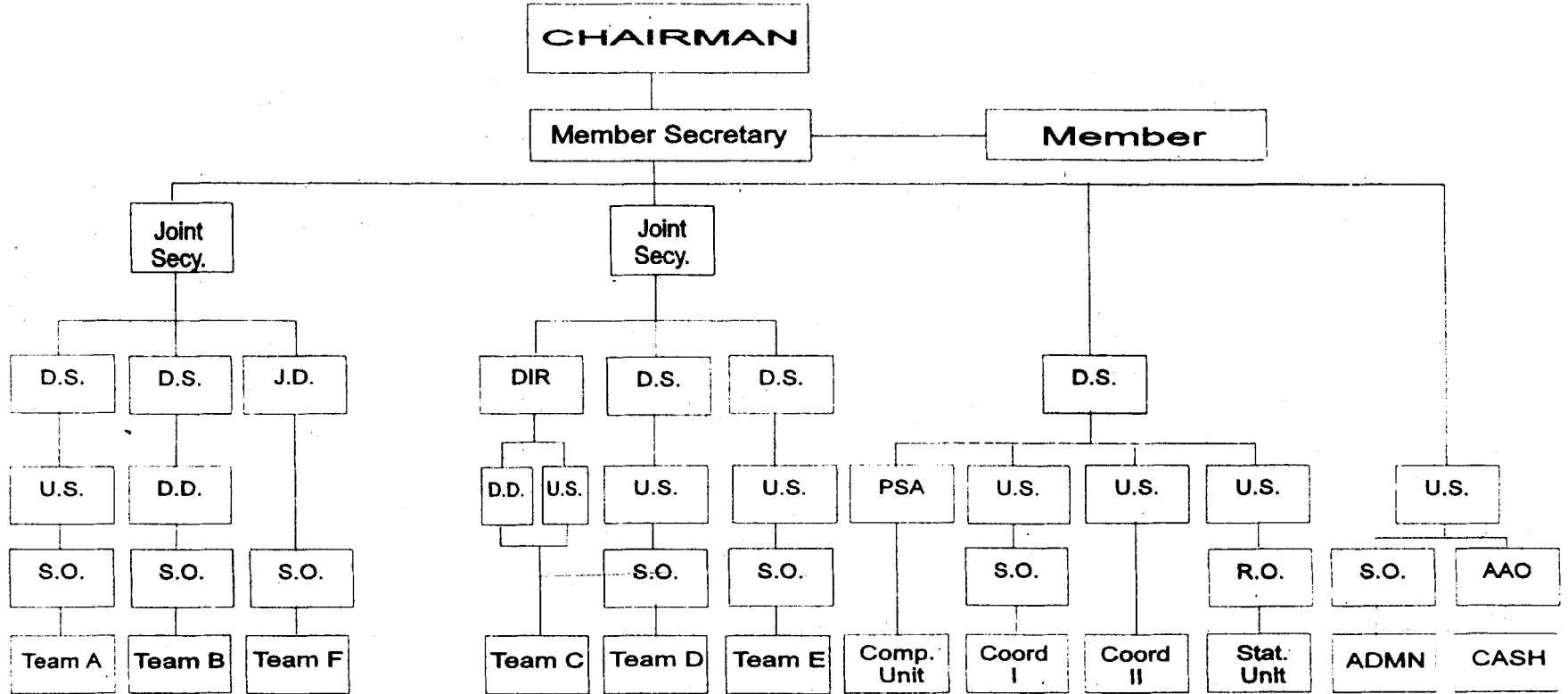
SECTION/ TEAM	TEAM WISE WORK ALLOCATION	STAFF SANCTIONED			
ADMINISTRATION WING	Admn. Section          Cash Section       Receipt & Issue Section	Establishment matters including General Administration and Report printing	U.S. 01 S.O. 01 Asstt. 02 Steno 01 LDC 01 Tel.Opr. 01 Driver 04 Peon 01		
		All matters relating to Cash, accounts and budget	DDO(AAO)01 Asstt. 01 UDC 01 LDC (cashier) 01 Peon 01		
		Receipt of dak and its distribution	Asstt 01 LDC 01 Peon 02 (1 Sc Driver) (1 Gest.Opr.)		
		COORDINATION WING	Coordination I       Coordination II	Convening meeting of the Commission (both in and outside Delhi), matters relating to the terms of reference, principles of pay determination & pay structure, classification of services and posts, date of effect of the recommendations, financial implications of the recommendations and summary of recommendation.	D.S. 01. U.S. 01 S.O. 01 Asstt. 03 P.A. 01 Steno 02 LDC 01 Peon 01
				Matters relating to All India Services, Central Civil Services Group 'A', Delhi and Andaman Nicobar Islands Civil Service/ Police Service Group 'B', Indian Foreign Service Group 'B' and	U.S. 01 Asstt. 03 Steno 01 LDC 01 Peon 01

SECTION/ TEAM	TEAM WISE WORK ALLOCATION	STAFF SANCTIONED
	Indian Information Service Group 'B'	
Computer Unit	To provide total computer system to the Commission	P.S.A 01 Prog.Asstt.01 D.E.O. 'E' 01 (On loan from NIC) L.D.C. 03 Peon 01
Statistical Unit	Matters pertaining to Ministry of Planning and Programme Implimentation; Planning Commission.	U.S. 01 R.O. 01 Consultant 01 Asstt. 02
	Issues relating to dearness allowance, compensatory allowances, determination of minimum and maximum salary and comparison of salaries and perquisites with PSUs/Private Sector/State Government etc. as well as collection and compilation of Statistical Data.	JRA 04 Steno 02 LDC 01 Peon 01
TECHNICAL WING Team "A"	Matters relating to service conditions and pay scales of Armed Forces personnel and women employees in Govt.	D.S. 02 S.O. 01 Asstt. 03 P.A. 01 Steno 01 L.D.C. 01 Peon 01
Team "B"	Matters pertaining to the Ministries of Agriculture, Chemicals & Fertiliser, Civil Supplies, Consumer Affairs and Public Distribution, Communication, Environment & Forests, Food, Food Processing Industries, Health & Family Welfare, Mines, Non-Conventional Energy Sources, Rural Development, Science & Technology; Departments of Atomic Energy, Ocean Development and Space.	D.S. 01 D.D. 01 J.A. 01 Asstt 04 P.A. 01 Steno 01 UDC 01 Peon 01

SECTION/ TEAM	TEAM WISE WORK ALLOCATION	STAFF SANCTIONED
	Issues relating to Scientific, Telecom, Postal and Medical Services including Laboratory Technicians & Veterinary Officers; medical facilities for Central Govt employees.	
Team "C"	Matters pertaining to Ministries of Railways, Civil Aviation and Tourism, Coal, Industry, Petroleum & Natural Gas, Power, Steel, Surface Transport, Urban Affairs & Employment, Water Resources and Department of Electronics	Dir 01 D.D. 01 Sr. Analyst 01 Asstt. 02 P.A. 01 Steno 01 JRA 01
	Issues relating to Engineering Services, Workshop Staff, Marine Staff as well as common categories like Electronic Data Processing Staff, Gardeners and Nursery Workers and printing staff. Housing facilities and HRA.	LDC 02 Peon 01
Team "D"	Matters pertaining to Ministries of Commerce, External Affairs, Finance, Human Resource Development, Personnel, Public Grievances and Pensions.	D.S. 01 U.S. 01 S.O. 01 Asstt. 03 P.A. 01
	Issues relating to pensions & other retirement benefits, Central Sectt. Services, Group 'D' staff, educational facilities and allowances, provident fund, Insurance, special pay, deputation duty allowance and bonus.	UDC 01 Steno 01 Peon 01
Team "E"	Matters pertaining to the Ministries of Labour, Law, Justice & Company Affairs, Parliamentary Affairs, Textiles.	D.S. 01 U.S. 01 S.O. 01 Asstt. 03
	Issues relating to the Cabinet Sectt., President's Secretariat, Prime Minister's Secretariat, UPSC, Central Vigilance Commission, Election	P.A. 01 Steno 01 L.D.C. 01 Peon 01

SECTION/ TEAM	TEAM WISE WORK ALLOCATION	STAFF SANCTIONED	
Team "F"	Commission of India, Indian Audit and Accounts Department including controller General of Accounts, Accounts Staff of Railways and Defence Accounts Department, pay scales of officers and employees of Supreme Court of India and High Court of Delhi as well as the Union Territories, Efficiency in Administration, Library.	Librarian	01
	Matters relating to the Ministries of Home Affairs and Information & Broadcasting	J.D.	01
		S.O.	01
		Asstt.	04
		P.A.	01
	Issues pertaining to common categories like Railway Protection Force, Fire Service Staff, Artists, Cameramen,	J.R.A.	01
		Steno	01
	Photographers, Cinema Projectionists and Operators, editorial staff, Translators, interpreters and Security Staff, Delhi Police (other than Group 'A' & 'B').	Peon	01

# ORGANISATIONAL CHART OF THE FIFTH CENTRAL PAY COMMISSION



LEGEND : DIR = Director  
 D.S. = Deputy Secretary  
 J.D. = Joint Director  
 D.D. = Deputy Director  
 U.S. = Under Secretary  
 PSA = Principal Systems Analyst  
 R.O = Research Officer  
 S.O. = Section Officer



## LIST OF OFFICERS AND STAFF WHO WORKED WITH THE COMMISSION

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
1	M K. Kaw	Member Secretary	Indian Administrative Service	Himachal Pradesh Cadre	
2	N Sunder Rajan	Joint Secretary	Indian Audit & Accounts Service	Comptroller & Auditor General of India, New Delhi	
3	Rakesh	Joint Secretary	Indian Administrative Service	Manipur-Tripura Cadre	
4	D M Gautam	Director	Indian Railway Accounts Service	Ministry of Railways	
5	Smt Madhulika P. Sukul	Director	Indian Defence Accounts Service	Ministry of Defence	
6	Smt. P Janaki	Deputy Secretary	Indian Defence Accounts Service	Ministry of Defence	Repatriated w e f 31.3.95 (AN)
7	M.R Pania	Deputy Secretary	Indian Postal Service	Department of Posts	
8	Arvind Kumar	Deputy Secretary	Indian Forest Service	Sikkim Cadre	

Sl No (S/Sh.)	Name of Official	Designation	Service	Parent Office/Cadre	Remarks
9.	A K. Chandna	Deputy Secretary	Central Secretariat Service	Ministry of Finance	Rtd w e f 31.1.96(AN)
10.	Hasib Ahmed	Deputy Secretary	Central Secretariat Service	Ministry of Finance	Repatriated w e f 13.12.96 (FN)
11.	A.K. Nayak	Deputy Secretary	Indian Ordnance Factories Service	Ministry of Defence	
12.	Manoj Joshi	Deputy Secretary	Indian Revenue Service	Ministry of Finance	
13.	Smt. Babni Lal	Deputy Secretary	Indian Economic Service	Ministry of Finance	
14.	S K. Vohra	Joint Director	Border Security Force	Border Security Force	
15.	Smt. Saroj Amoli	Principal Systems Analyst	National Informatics Centre	Planning Commission	
16.	K.D. Upreti	Under Secretary	Central Secretariat Service	Ministry of Finance	
17.	Jiwan Das	Under Secretary	Central Secretariat Service	Ministry of Finance	

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
18	K John	Under Secretary	Central Secretariat Service	Ministry of Finance	
19	S D. Baijal	Under Secretary	Central Secretariat Service	Ministry of Finance	
20	S K. Srivastava	Deputy Director	Central Engineering Service	Central Public Works Deptt. Min. of Urban Affairs & Employment	
21	R.N. Sood	Deputy Director	General Central Service	Geological Survey of India Ministry of Mines	
22	O P. Nagpal	Principal Private Secretary	Employee of the Supreme Court of India	Supreme Court of India	
23	A L. Sastry	Senior Analyst	General Central Service	NSSO(FOD), New Delhi	Rtd. w.e.f.30.9.96(AN)
24	Arun Kumar	Research Officer	Indian Economic Service	Ministry of Finance	
25	S K. Chhikara	Section Officer	Central Secretariat Service	Ministry of Finance	

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
26.	Anil Joshi	Section Officer	Central Secretariat Service	Ministry of Commerce	
27.	Yashpal Singh	Section Officer	Central Secretariat Service	Ministry of Commerce	Repatriated w.e.f.18.4.95(AN)
28.	A.K. Pattanaik	Section Officer	Central Secretariat Service	Ministry of Finance	
29.	P.C. Gupta	Section Officer	Central Secretariat Service	Ministry of Defence	Repatriated w.e.f.22.10.96
30.	S. Balasubramanian	Section Officer	Central Secretariat Service	Ministry of Finance	
31.	D.S. Bhatia	Section Officer	General Secretariat Service	Intelligence Bureau, MHA	
32.	R.K. Bhorla	Section Officer	Central Secretariat Service	Ministry of Finance	
33.	Jagmohan Singh	Section Officer	Central Secretariat Service	Ministry of Home Affairs	
34.	V.K. Tondon	Private Secretary	Central Secretariat Stenographer Service	Ministry of Finance	
35.	Kamal Kishore	Private Secretary	Central Secretariat Stenographer Service	Ministry of Agriculture	

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
36	Jagdish Mitter	Private Secretary	AFHQ Stenographer Service	Ministry of Defence	
37	E.R. Padmanbhan	Private Secretary	AFHQ Stenographer Service	Ministry of Defence	
38	C.S.S. Raghav	A.A.O.	General Central Service	Controller General of Defence Accounts	Repatriated w.e.f. 24.5.95
39	P.K. Gupta	A.A.O.	General Central Service	Controller General of Accounts, Ministry of Finance	
40	M.R. Sadagopan	A.A.O.	General Central Service	Controller General of Defence Accounts	Repatriated w.e.f. 5.6.96(AN)
41	K. Bhaskaran	Junior Analyst	Central Reserve Police Force	Central Reserve Police Force	
42	S. Sankar Raman	Assistant Programmer	Electronic Data Processing Staff	National Informatics Centre	
43	Gulshan Arora	Data Entry Operator(E)	Electronic Data Processing Staff	National Informatics Centre	
44	Smt. Usha Malhotra	Data Entry Operator(E)	Electronic Data Processing Staff	National Informatics Centre	

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
45	Subhash Chander	Assistant	Central Secretariat Service	Ministry of Finance	
46	Anil Jain	Assistant	Central Secretariat Service	Ministry of Finance	
47	Smt Anita Mahendru	Assistant	Central Secretariat Service	Ministry of Finance	
48	A.K. Misra	Assistant	Central Secretariat Service	Ministry of Finance	
49	V.K. Goel	Assistant	Central Secretariat Service	Department of Posts	
50	R.P.S. Negi	Assistant	Central Secretariat Service	Ministry of Agriculture	
51	Smt. Laxmi Srinivasan	Assistant	General Central Service	Cabinet Secretariat, M.H.A.	
52	Kailash Chander	Assistant	Central Secretariat Service	Ministry of Agriculture	
53	U.S. Pandey	Assistant	Central Secretariat Service	Ministry of Labour	
54	Lila Ram	Assistant	A.F.H.Q. Civil Service	C.A.O., Ministry of Defence	

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
55	O P Bahl	Assistant	A.F.H.Q. Civil Service	C.A.O., Ministry of Defence	
56	R P Sharma	Assistant	Central Secretariat Service	Ministry of Finance	
57	V K Sikka	Assistant	Central Secretariat Service	Ministry of Finance	Repatriated w.e.f. 31.12.96(AN)
58	Vinay Malhotra	Assistant	Central Industrial Security Force	Central Industrial Security Force	
59	N.K. Pandey	Assistant	A.F.H.Q. Civil Service	C.A.O., Ministry of Defence	
60	S R Sharma	Assistant	A.F.H.Q. Civil Service	C.A.O., Ministry of Defence	
61	P S Kalra	Assistant	Central Secretariat Service	Ministry of Home Affairs	
62	Arun Goswami	Assistant	Central Secretariat Service	Ministry of Home Affairs	
63	Smt Sushila Khanna	Assistant	Border Security Force	Border Security Force,	
64	K C George	Assistant	Intelligence Bureau	Intelligence Bureau,	

<b>Sl No</b>	<b>Name of Official (S/Sh.)</b>	<b>Designation</b>	<b>Service</b>	<b>Parent Office/Cadre</b>	<b>Remarks</b>
65.	Amit Das	Assistant	Intelligence Bureau	Intelligence Bureau,	
66.	P.G. Banai	Assistant	General Central Service	Controller General of Accounts	
67.	R.K. Suryanarayanan	Assistant	General Central Service	Central Board of Excise & Customs	
68.	Devki Nandan	Assistant	Central Secretariat Service	Ministry of Labour	
69.	Mohd. Salahuddin	Assistant	A.F.H.Q. Civil Service	C.A.O., Ministry of Defence	
70.	S.N. Munjal	Office Superintendent	General Central Service	N.S.S.O. (FOD), New Delhi.	
71.	Arun Kansal	Assistant	Central Secretariat Service	Ministry of Urban Affairs & Employment	
72.	Krishan Kumar	Assistant	Central Secretariat Service	Ministry of Urban Affairs & Employment	
73.	Umesh Pande	Assistant	Central Secretariat Service	Ministry of Urban Affairs &	



Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
				Employment	
74.	K.L. Ahuja	Assistant	Intelligence Bureau	Intelligence Bureau,	
75.	Manjeet Singh	Personal Assistant	Central Secretariat Stenographer Service	Ministry of Welfare	
76.	I Narayanan	Personal Assistant	Central Secretariat Stenographer Service	Ministry of Finance	
77.	Tarun Kumar	Personal Assistant	Central Secretariat Stenographer Service	Ministry of Finance	
78.	P. Suresh	Personal Assistant	Central Secretariat Stenographer Service	Ministry of Finance	
79.	Praveen Singh	Personal Assistant	Central Secretariat Stenographer Service	Ministry of Finance	

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
80	Ravinder Kumar	Personal Assistant	Central Secretariat Stenographer Service	Ministry of Finance	
81	Smt Veena Chowdri	Personal Assistant	General Central Service	Department of Posts	
82	Smt L Jyoti Sharma	Personal Assistant	General Central Service	Indian Standard Bureau	
83	Smt. Bindu Sadana	Personal Assistant	Central Industrial Security Force	Central Industrial Security Force,	
84	Smt. Aruna Chugh	Sr. Hindi Translator	Central Secretariat Official Language Service	Ministry of Finance	
85	B Ramesh	Librarian	Casual Appointment	--	
86	Jatinder Singh	Statistical Investigator	Planning & Statistical Cadre	National Capital Territory of Delhi	
87	Smt. Anjali Oberai	Statistical Investigator	Planning & Statistical Cadre	National Capital Territory of Delhi	

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
88	A K Sharma	U.D.C.	A.F.H.Q. Clerical Service	C.A.O., Ministry of Defence	
89	G. Sreeniwas	U.D.C.	A.F.H.Q. Clerical Service	C.A.O., Ministry of Defence	
90	M S Bisht	U.D.C.	Central Secretariat Clerical Service	Deptt. of Industrial Development	
91	S Chakravarty	U.D.C.	A.F.H.Q. Clerical Service	C.A.O., Ministry of Defence	
92	A.K. Bhatnagar	U.D.C.	General Central Service	N.S.S.O.(FOD), New Delhi	
93	Smt. Usha Seturaman	J.R.A.	General Central Service	Ministry of Finance	
94	Ravinder Kotru	J.R.A.	General Central Service	Department of Posts	
95	Smt. Soni Lata Koul	J.R.A.	General Central Service	Department of Posts	
96	R.K. Rohella	U.D.C.	General Central Service	N.S.S.O.(FOD), New Delhi	
97	Anil Kumar	U.D.C.	General Central Service	N.S.S.O.(FOD), New Delhi	

<b>Sl No</b>	<b>Name of Official (S/Sh.)</b>	<b>Designation</b>	<b>Service</b>	<b>Parent Office/Cadre</b>	<b>Remarks</b>
98	Smt Vijay Laxmi	U D.C.	General Central Service	N.S.S.O.(FOD), New Delhi	
99	Dhiraj Kumar	Steno Grade D	Central Secretariat Stenographer Service	Ministry of Finance	
100	Chander Mohan	Steno Grade D	Central Secretariat Stenographer Service	Ministry of Finance	
101	Rajeev Sethi	Steno Grade D	Central Secretariat Stenographer Service	Ministry of Finance	
102	Sandeep Nautiyal	Steno Grade D	Central Secretariat Stenographer Service	Ministry of Finance	
103	Vikas Avasthi	Steno Grade D	Central Secretariat Stenographer Service	Ministry of Finance	
104	Devinder Kapoor	Steno Grade D	Railway Recruitment Board	Ministry of Railway	
105	T.A. Sunni	Steno Grade D	General Central Service	Ministry of Information & Broadcasting	

Sl No (S/Sh.)	Name of Official	Designation	Service	Parent Office/Cadre	Remarks
106	Ranjeev Nar	Steno Grade D	Central Secretariat Stenographer Service	Ministry of Finance	
107	Kanhiya Lal	Steno Grade D	Central Secretariat Stenographer Service	Ministry of Finance	
108	P.L. Sanyal	Steno Grade D	Central Secretariat Stenographer Service	Ministry of Agriculture	
109	Miss V. Sharda	Steno Grade D (ad hoc)	Casual appointment		
110	Miss Rajini Chawla	Steno Grade D (ad hoc)	Casual appointment		
111	Miss Ekta Katyal	Steno Grade D (ad hoc)	Casual appointment		
112	Smt. Rachel Jose	Steno Grade D (ad hoc)	Casual appointment		

Sl No (S/Sh.)	Name of Official	Designation	Service	Parent Office/Cadre	Remarks
113	Miss Urmila Kumari	Steno Grade D (ad hoc)	Casual appointment		
114	P S Bedi	L.D.C.	Central Secretariat Clerical Service	Ministry of Finance	
115	Shardha Nand	L.D.C.	Central Secretariat Clerical Service	Ministry of Law and Justice, Deptt. of Legal Affairs	
116	S.S. Phuloria	L.D.C.	Central Secretariat Clerical Service	Ministry of Urban Affairs and Employment	
117	S.C. Rawat	L.D.C.	Central Secretariat Clerical Service	Ministry of Finance	
118	D. Vasuki Krishna	L.D.C.	Central Secretariat Clerical Service	Ministry of Agriculture	
119	P.V.S.S. Kaladhar	L.D.C.	Central Secretariat Clerical Service	Ministry of Agriculture	

Sl No (S/Sh.)	Name of Official	Designation	Service	Parent Office/Cadre	Remarks
120	Krishan Kumar	L.D.C.	Central Secretariat Clerical Service	Ministry of Labour	
121	S. Murli Krishna	L.D.C.	A.F.H.Q. Clerical Service	C.A.O., Ministry of Defence	
122	Jai Kiran	L.D.C.	Central Secretariat Clerical Service	Ministry of Mines	
123	Rajpal Singh Bugujar	L.D.C.	Central Secretariat Clerical Service	Ministry of Labour	
124	Sanjay Kaushish	L.D.C.	General Central Service	Office of Income Tax Officer, Range-9	
125	Rita Safaya	Telephone Operator (ad hoc)	From Open Market	Taken from 10th Finance Commission	
126	Pritam Singh	Staff Car Driver	Supreme Court of India	Supreme Court of India	
127	L. Simon Premkumar	Staff Car Driver	Tamil Nadu Electricity Board	TNEB, Chennai	

Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
128	Ram Bharosa	Staff Car Driver	Ministry of Finance	Ministry of Finance	
129	Yash Pal	Staff Car Driver	Mail Motor Service	Department of Posts	
130	N.S. Rawat	Daftry	Group D	Comptroller & Auditor General of India	
131	Sultan Singh	Jamadar	Group D	Ministry of Finance	
132	K. Kanan	Jamadar	Co-terminus appointment with Chairman		
133	Satya Narain	Peon	Group D	N.S.S.O.(FOD), New Delhi	
134	Dinesh Kumar	Peon	Group D	N.S.S.O.(FOD), New Delhi	
135	Amarnath	Peon	Group D	Ministry of Finance	
136	Arvind Dayal	Peon	Group D	Ministry of Finance	



Sl No	Name of Official (S/Sh.)	Designation	Service	Parent Office/Cadre	Remarks
143	C K Murmu	Peon	Group D	Ministry of Planning, Deptt. of Statistics	
144	Hari Krishan Shah	Peon	Group D	Comptroller & Auditor General of India	
145	Desh Raj	Farash	Casual appointment	--	
137	M. Manoharan	Peon	Group D	Supreme Court of India	
138	Gusain Singh	Peon	Group D	Supreme Court of India	
139	Shishir Kumar Andia	Peon	Group D	Supreme Court of India	
140	Om Prakash	Peon	Group D	Ministry of Finance	
141	Sajjan Kumar	Peon	Group D	N.S.S.O.(FOD), New Delhi	
142	Vikram Singh	Peon	Group D	N.S.S.O.(FOD), New Delhi	

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**LIST OF CONSULTANTS WHO WORKED WITH THE COMMISSION**

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1. B K. Aggarwal (2.1.95 to 31.1.97)
2. A.K. Chandna (1.2.96 to 31.7.96)
3. A.L. Shastry (13.9.96 to 31.12.96)
4. S. Balasubramanian (1.10.96 to 31.1.97)