



# BHARATIYA PRATIRAKSHA MAZDOOR SANGH

(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)  
(AN INDUSTRIAL UNIT OF B.M.S.)  
(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

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REF: BPMS / DoP&T / 7<sup>th</sup> CPC / 250 (6/1/M)

Dated: 31.10.2013

To,  
The Secretary (JCA),  
Govt of India, Min of Pers, PG & Pensions,  
Department of Personnel & Training,  
North Block, New Delhi – 110001

**Subject: Terms of Reference of the 7<sup>th</sup> Pay Commission**

Reference: Your letter No. 16/15/2012-JCA, dated 30.09.2013

Respected Sir,

With due regards, your attention is invited to the letter cited under reference whereby suggestions of the Staff Side on the subject matter have asked for. Hence, according to this federation the terms of reference of the 7<sup>th</sup> CPC should be as under:-

A. To examine the principles that should govern the structure of pay, allowances and other facilities/benefits whether in cash or in kind to the following categories of employees:-

1. Central Government employees – industrial and non-industrial.
2. Personnel belonging to the All India Services.
3. Personnel belonging to the Defence Forces.
4. Personnel of the Union Territories.
5. Officers and employees of the Indian Audit and Accounts Department; and
6. Members of the regulatory bodies (excluding the RBI) set up under Acts of Parliament.

B. To define and implement the concept of a “Living Wage” to cover all categories of employees in Central Government Organisations.

C. To examine, define and rationalise the concept of minimum and maximum pay amongst categories of employees.

D. To work out a comprehensive pay package for the categories of Central Government employees mentioned at (A) above that is suitably linked to promoting efficiency, productivity and economy through rationalization of structures, organizations, systems and processes within the Government, with a view to leveraging economy, accountability, responsibility, transparency, assimilation of technology and discipline.

E. To harmonize the functioning of the Central Government Organisations with the demands of the emerging global economic scenario.

F. To examine the effects of deployment of “Contract workers” across board viz-a-viz integrity, loyalty and overall impact of delivery of services.

G. To examine the principles which should govern the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits having financial implications to the present and former Central Government employees appointed before January 1, 2004.

H. To re-examine the applicability of the New Pension Scheme to all Categories of Central Government Employees.

I. To make recommendations with respect to the general principles, financial parameters and conditions which should govern payment of bonus and the desirability and feasibility of introducing Productivity Linked Incentive Scheme in place of the existing ad hoc bonus scheme in various Departments and to recommend specific formulae for determining the productivity index and other related parameters.

J. To examine the feasibility of extending the scheme for payment of Productivity Linked Bonus, Night Duty Allowance, Over-time (where ever applicable) and such other allowances to all categories of employees including Group "A" Organised Services.

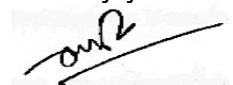
K. To examine desirability and the need to sanction any interim relief/merge DA with Pay till the time the recommendations of the Commission are made and accepted by the Government.

L. To evaluate the existing system of Joint Consultation & Compulsory Arbitration (JCM Scheme) with reference to 'Directive Principles of State Policy' under Article 43A of the 'Constitution of India' on 'Participation of workers in management of industries' for promoting harmonious relations and securing the greatest measure of cooperation between the Government, in its capacity as employer, and the general body of its employees in matters of common concern and increasing the efficiency of the public service

Further, it is requested to achieve a reasonable, balanced and implementable report, while taking into consideration the various constraints at present and the past experience in implementation of the 6<sup>th</sup> CPC report and the various anomalies which cropped up therein, it is suggested that one representative each from the top 5 Central Trade Unions should be made a member of the 7<sup>th</sup> CPC and It is also demanded that the report of the 7<sup>th</sup> CPC be finalised and submitted on or before 01-06-2015 so that it can be further examined and finally implemented w.e.f. 01-01-2016.

Thanking you.

Sincerely yours



**(M. P. SINGH)**

General Secretary