

**Government of Punjab
Department of Personnel
(personnel Policies-III Branch)**

Notification

No.8/2/2014-3PP3/ 870821/1

Dated: 04 November 2016

In continuation of Punjab Government notification No. 8/2/2014-3PP3/ 333, dated 24.02.2016 vide which the Chairman of the Sixth Punjab Pay Commission was appointed, the Governor of Punjab is pleased to appoint Sh. Anurag Agarwal, IAS, as a Member Secretary in addition to his present assignment and further pleased to issue the terms of reference of the Sixth Punjab Pay Commission as follows :-

- (a) To examine the principles and the date of effect thereof that should govern the structure of pay, allowances and other facilities/benefits, whether in cash or in kind, to all categories of employees in the state of Punjab to whom the Punjab Civil Services Rules, Volume I, Part I apply, except the employees whose scales of pay have been determined on the recommendations of the University Grant Commissions;
- (b) 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 State Government employees, appointed before January 1,2004.
- (c) To examine the usefulness of Punjab Government Employees Health Insurance Scheme and recommend improvements in its implementation.
- (d) To examine, review, and recommend changes in the Assured Career Progress Scheme (s).
- (e) To work out a comprehensive and simplified pay package for the categories of State Govt. employees, linked to the measures to promote efficiency, productivity, accountability and responsibility in the work culture and foster excellence in the public governance, discipline and transparency in Public Service.
- (f) To encourage the use of new information and Communication Technology in the functioning of the Government, the minimum qualification required for entry into Govt. service should include basic knowledge and use of computers.
- (g) To curb non-productive expenditure, the Commission shall suggest a cap on expenditure on salaries, wages and pensions as a percentage of Revenue Receipts of the State and other economy measures to find the additional expenditure on the

implementation of its recommendations. While doing so, new staffing structures/norms may be suggested, having regard to changed role of the Government and I.T. application.

(h) To make recommendation on the above (a to g), keeping in view the following aspects:-

(i) The economic condition of the State and the need of fiscal prudence having regard to provisions of the Punjab Fiscal Responsibilities and Budget Management Act 2003.

(ii) The need to ensure that adequate resources are available for development expenditure and welfare measures, after meeting the committed expenditure of salary, pension and interest in the State.

(iii) The commission shall work out the likely impact of its recommendations on the finances of the state Government.

(iv) The commission shall bear in view the salary hikes given to various categories of employees after the implementation of the 5th Punjab Pay Commission recommendations so as to ensure fair play and equity amongst various categories of employees inter se as well as vis-à-vis the tax payer.

(i) To recommend the date of effect of its recommendations on all the above.

3. The Commission will devise its own procedure and may co-opt such Advisors, 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. Departments of Government of Punjab shall furnish such information and documents and other assistance as may be required by the Commission.
4. The Commission shall have its Headquarters at Chandigarh.
5. The Commission will make its recommendations within twelve months from the date of its constitution.


Dated, Chandigarh
23rd October 2016

Sarvesh Kaushal
Chief Secretary, Punjab Government

Endst. No: 8/2/2014-3PP3/ 8708 21 | 2

Dated, Chandigarh 4 | 11 | 2016

A copy is forwarded to the Controller, Printing and Stationary, Punjab, Chandigarh with the request that the above notification may please be published in the Punjab Government Gazette (Ordinary) and 50 printed copies of the notification may please be sent to this Department for record.


Superintendent
4/11/16

Endst. No: 8/2/2014-3PP3/ 870821/3

Dated, Chandigarh 4/11/16

A copy is forwarded to the Principal Secretary to the Government of Punjab, Department of Finance for information w.r.t. their letter no. 7/15/2014-1FP1/843112/1 dated: 19.09.2016

Veeru
Superintendent 4/11/16

Endst. No: 8/2/2014-3PP3/ 870821/4

Dated, Chandigarh 4/11/16

A copy is forwarded to the Director, Information and Public Relations, Punjab, Chandigarh for information and necessary action.

Veeru
Superintendent 4/11/16

Endst. No: 8/2/2014-3PP3/ 870821/5

Dated, Chandigarh 4/11/16

A copy of the above is forwarded to Sh. R. S. Mann, IAS (Retd.), Chairman of Sixth Punjab Pay Commission for kind information.

Veeru
Superintendent 4/11/16

Endst. No: 8/2/2014-3PP3/ 870821/6

Dated, Chandigarh 4/11/16

A copy of the above is forwarded to Sh. Anurag Agarwal, IAS for kind information.

Veeru
Superintendent 4/11/16