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PART I—Section 1

प्राधिकार से प्रकाशित

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No. 327]

NEW DELHI, SATURDAY, SEPTEMBER 13, 2008/BHADRA 22, 1930

SUPREME COURT OF INDIA

RESOLUTION

New Delhi, the 13th September, 2008

No. F. 34/2008-SCA(I).— The Sixth Central Pay Commission was set up by the Government of India vide Resolution No. 5/2/2006-E.III(A) dated 5th October, 2006 as amended by Resolution No. 5/2/2006-E.III(A) dated 8th August, 2007 (to include the officers and employees of the Supreme Court). The Chief Justice of India has given careful consideration to the recommendations of the Commission in respect of employees of the Supreme Court of India in Groups 'A', 'B', 'C' and 'D' and has decided, that the recommendations of the Commission shall be accepted as a package subject to the modifications mentioned below:-

- (i) The following Pay Bands recommended by the Commission will be improved and the modified Pay Bands will be as below:

Recommended by the Commission	Decision of the Government
PB-1 Rs.4860-20200	PB-1 Rs.5200-20200
PB-2 Rs.8700-34800	PB-2 Rs.9300-34800
PB-4 Rs.39200-67000	PB-4 Rs.37400-67000

- (ii) The following Grade Pays recommended by the Commission will be improved and the modified Grade Pays will be as below:-

Recommended by the Commission	Decision of the Government
Grade Pay of Rs.6100 in PB-3 for the pre-revised pay scales of Rs.10000-15200 and Rs.10325-10975	Grade Pay - Rs.6600 in PB-3
Grade Pay of Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500	Grade Pay - 7600 in PB-3
Grade Pay of Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300	Grade Pay - Rs.8700 in PB-4
Grade Pay of Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500	Grade Pay-Rs.12000 in PB-4

Note 1: Grade Pay will determine seniority of posts only within a cadre's hierarchy and not between various cadres;

- (iii) With regard to fixation of pay in the revised Pay Bands, the basic pay drawn as on 1.1.2006 on the existing Fifth CPC pay scales will be multiplied by a factor of 1.86 and then rounded off to next multiple of 10. This will be the pay in the revised running Pay Band. Grade Pay, as approved by the Government, corresponding to the pre-revised pay scale, will then be added to the Pay in the revised Pay Band. The total of pay in the Pay Band and grade pay will be the revised Basic Pay as on 1.1.2006;
- (iv) Rate of annual increments will be modified from 2.5% recommended by the Commission to 3% (three per cent) and the rate of variable increment for high achievers in PB-3 will be 4% instead of 3.5% recommended by the Commission;
- (v) "Campus" restriction for grant of Transport Allowance will be removed. Consequently, employees living in campuses will also be eligible for Transport Allowance. Further, Transport Allowance for the employees at the lowest levels will be increased to Rs.600 (from Rs.400) in A-1/A class cities and Rs.400 (from Rs.300) in other towns;
- (vi) Three upgradations will be granted under Assured Career Progression (ACP) Scheme at 10, 20 and 30 years as per the modified ACP Scheme recommended by the Commission. ACP Scheme will also be applicable to Group A employees;

2. The Commission's recommendations and Chief Justice of India's decision thereon with regard to revised scales of pay and dearness allowance for Supreme Court of India employees as detailed in the Part-A of the Annex-I will be made effective from 1st day of January, 2006.

3. The revised allowances, other than dearness allowance, will be effective from 1st day of September, 2008.

4. The Commission's recommendation regarding payment of arrears has been modified to the extent that the arrears will be paid in cash in two instalments - first instalment of 40% during the current financial year (2008-09) and the remaining 60% in the next financial year (2009-10)

5. The CJI has approved setting up of Anomalies Committees to examine individual, post-specific and cadre-specific anomalies. The Anomalies Committees should endeavour to complete their work in one year.

6. The decision of the CJI on the recommendations of the Commission relating to other matters in respect of Supreme Court employees belonging to Groups 'A', 'B', 'C' and 'D' are indicated in Column 3 of Part-B of the statement annexed to this Resolution.

7. The recommendations made by the Commission which have not been accepted are placed at Annex-II.

8. The decision taken on the other recommendations of general nature made by the Commission which are not included in the Annexures will be notified separately.
9. The CJI wishes to place on record their appreciation of the work done by the Commission.

O R D E R

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

By Order and under the authority of the Chief Justice of India.

SUNIL THOMAS, Registrar (Admn.)

ANNEX-I

PART - A

Statement showing the recommendations of the Sixth Central Pay Commission on Pay and Dearness Allowance relating to Supreme Court employees in Group A, B, C and D and CJI's decisions thereon. (References to chapters and paragraphs in the Statement are to the Pay Commission's Report).

1. PAY

I. Revised Scales of Pay

- (i) A statement showing the recommendations of Sixth Pay Commission on the Pay Structure of Supreme Court employees in Groups A, B, C and D and CJI's decisions thereon.

(in Rs.)

Sl. No.	Existing Scale of Pay	Revised Pay Scales recommended by the Sixth Central Pay Commission			Revised Pay Structure		
		Pay Band	Corresponding Pay Bands	Grade Pay	Pay Band	Corresponding Pay Bands	Grade Pay
1.	26000/- (fixed)	Apex Scale	80000 (Fixed)	Nil	Apex Scale	80000 (Fixed)	Nil
2.	22400-525-24500	PB-4	39200-67000	11000	PB-4	37400-67000	12000
3.	18400-500-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
4.	14300-400-18300	PB-3	15600-39100	7600	PB-4	37400-67000	8700
5.	12000-375-16500	PB-3	15600-39100	6600	PB-3	15600-39100	7600
6.	10000-325-15200	PB-3	15600-39100	6100	PB-3	15600-39100	6600
7.	8000-275-13500	PB-2	8700-34800	5400	PB-2	9300-34800	5400
8.	7450-225-11500	PB-2	8700-34800	4600	PB-2	9300-34800	4600
9.	6500-200-10500	PB-2	8700-34800	4200	PB-2	9300-34800	4200
10.	5500-175-9000	PB-2	8700-34800	4200	PB-2	9300-34800	4200
11.	5000-8000	PB-2	8700-34800	4200	PB-2	9300-34800	4200

12.	4500-125-7000	PB-1	4860-20200	2800	PB-1	5200-20200	2800
13.	4000-100-6000	PB-1	4860-20200	2400	PB-1	5200-20200	2400
14.	3500-90-5120	PB-1	4860-20200	2400	PB-1	5200-20200	2400
15.	3200-85-4900	PB-1	4860-20200	2000	PB-1	5200-20200	2000
16.	3050-75-3950-80-4590	PB-1	4860-20200	1900	PB-1	5200-20200	1900
17.	2610-60-3150-65-3540	-1S	4440-7440	1400	-1S	4440-7440	1400
18.	2550-55-2660-3200	-1S	4440-7440	1300	-1S	4440-7440	1300

II. Pay scales of Group 'A' posts in Supreme Court of India

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI
	Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-revised pay scale of Rs.8000-13500.	Accepted
	Grade Pay Rs.6100 in PB-3 for the pre-revised pay scale of Rs.10000-15200.	Grade Pay modified to Rs.6600.
	Grade Pay Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500.	Grade Pay modified to Rs.7600.
	Grade Pay Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300.	Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000.
	Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.	Grade Pay modified to Rs.10000
	Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.	Grade Pay modified to Rs.12000
	Apex Scale of Rs.80000 (fixed)	Accepted

(III) Formula for fixation of pay in the revised pay structure of Pay Bands and Grade Pays

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI
(i)	The pay of employees may be fixed in the proposed scales of pay in the manner laid down in Para 2.2.21(i) to (v) of the Report.	Accepted with the following modifications: (a) Fixation of pay in the revised Pay Bands will be done by

		<p>multiplying the basic pay drawn as on 1/1/2006 on the existing Fifth CPC pay scales by a factor of 1.86 and then rounded off to next multiple of 10 and not by a factor of 1.74 as recommended by the Commission.</p>
(ii)	<p>a) Though -1S pay scale is not a regular pay scale, initially all Group D employees shall be placed in the -1S pay scale with appropriate grade pay. This pay scale has been devised mainly for the purpose of initial fixation of pay of the Group D employees who had already been recruited on a regular basis as on the date of implementation of this recommendation by the CJI.</p> <p>b) Thereafter, such of those Group D employees as already possess the revised minimum qualifications prescribed for entry into the Group C pay band along with a grade pay of Rs.1800 would be placed in that grade (i.e. pay band of Rs.4860-20200 along with a grade pay of Rs.1800) with effect from 1.1.2006.</p> <p>c) Such of those existing Group D employees who do not possess the minimum qualifications prescribed would need to be retrained and a training package would need to be evolved separately for each of the individual Ministry/Department/Organisation keeping in view their specific needs. After re-training with emphasis on multi-skilling, the Group D staff will be placed in the Pay Band PB-1 of Rs.4860-20200 with the grade pay of Rs.1800. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum prescribed qualifications and were, therefore, placed in the PB-1 Pay Band immediately.</p>	<p>Accepted</p> <p>Accepted with the modification that PB-1 will be Rs.5200-20200.</p> <p>Accepted with the modification that PB-1 will be Rs.5200-20200.</p>

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	a) Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher Fifth CPC pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, the seniority will be fixed on the basis of date on which the person came to be placed in that pay scale.	Accepted
	b) Arrears shall be payable with effect from 1.1.2006 in both the cases: to those Group D employees who possess the prescribed qualifications and those Group D employees who do not possess the prescribed qualifications. Retraining of the latter should preferably be completed within a short period, say 6 months, so that fixation in pay band PB-I and payment arrears of salary is not unduly delayed.	Accepted

(IV) Date of effect

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI
(i)	The revised structure of pay bands and grade pay to be implemented from 1/1/2006. (Para 6.5.2)	Accepted

(V) Annual Increments

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI
(i)	Rate of Annual Increment: All the running pay bands will have annual increments in form of two and half percent of the total of pay in the pay band and the corresponding grade pay. (Para 2.2.11)	Modified to 3% from 2.5% recommended by the Commission.
(ii)	For Group A Pay Band PB-3, annual increments in the band will vary depending upon the performance. Not less than	The rate of variable increment for high achievers in PB-3 increased to 4% from 3.5% recommended by the Commission.

	eighty percent of the employees in the grade will be allowed normal increment at the rate of 2.5% with the remaining 20% high performers during the year being allowed increment at the higher rate of 3.5%. (Para 2.2.12)	
(iii)	Date of Annual Increments: The date of annual increments, in all cases, to be 1 st July. Employees completing six months and above in the scale as on July 1 to be eligible. (Para 2.2.11)	Accepted

VI Payment of Arrears

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI
(i)	Arrears to be paid in two equal instalments in different years. (Para 10.1.15)	Accepted with the modification that the arrears will be paid in cash in two instalments - first instalment of 40% during the current financial year (2008-09) and the remaining 60% in the next financial year (2009-10).

2. Compensation for price rise (Dearness Allowance)

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI
(i)	The Government should keep revising the base year in the existing fixed base index method as frequently as feasible. (Para 4.1.10)	Accepted
(ii)	National Statistical Commission to be asked to explore the possibility of a specific survey covering Government employees exclusively, so as to construct a consumption basket representative of Government employees and formulate a separate index. Meanwhile, the Government may continue to use the AICPI (IW) for estimating the DA, subject to the modifications proposed in the subsequent paras. (Para 4.1.13)	Accepted

(iii)	AICPI (IW) with base 2001 may, henceforth, be used for the purpose of calculating DA till it gets revised. The reference base for calculation of Dearness Allowance with effect from 1.1.2006 will be the 12 monthly average index of 536 as per AICPI (IW), 1982 series. This, when converted to 2001 series, using the linking factor of 4.63, works out to 116. (Para 4.1.14)	Accepted. The base using the 2001 series works out to be 115.76. Note: The instalment of Dearness Allowance sanctioned from 1.1.2006 onwards will be adjusted against the DA payable under revised formula/arrears on account of revision of pay scales.
(iv)	Government to take expeditious steps to rectify distortions in the construction of the current AICPI (IW) series. The National Statistical Commission may also take these factors into consideration while evolving a separate index for Government employees. (Para 4.1.14)	Accepted
(v)	Merger of dearness allowance with basic pay at any stage not recommended. (Para 4.1.18)	Accepted.
(vi)	DA may continue to be sanctioned twice a year as on 1 st January and 1 st July payable with the salary of March and September respectively for administrative convenience with inflation neutralization being maintained at 100% at all levels. (Para 4.1.19)	Accepted.

3. Assured Career Progression Scheme

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI
1.	The Commission has recommended that the existing scheme of Assured Career Progression may be continued with two financial upgradations being allowed as at present with the following modifications:-	Accepted with the modification that there will be three upgradations under the ACP Scheme after 10, 20 and 30 years of service.

<p>i) The scheme will also be available to all posts belonging to Group A - whether isolated or not. Organised Group A services will, however, not be covered under the scheme.</p> <p>ii) Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial upgradations under the scheme. Thus, an increase of 2.5% of pay and grade pay shall be available as financial upgradation under the scheme.</p> <p>iii) The grade pay shall change at the time of financial upgradation under this scheme. The grade pay given at the time of financial upgradation under ACPS will be the immediate next higher grade pay in the hierarchy of revised pay bands and grade pay being recommended. Thus, grade pay at the time of financial upgradation under ACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/ organization will be given only at the time of regular promotion.</p>	<p>Accepted.</p> <p>Accepted with the modification that the rate of increment will be 3%.</p> <p>Accepted.</p>
<p>iv) Financial upgradation under the scheme will be available whenever a person has spent 12 years continuously in the same grade. However, not more than two financial upgradations shall be given in the entire career as was provided in the extant scheme.</p>	<p>Modified to the extent that the financial upgradation will be available whenever a person has spent 10 years continuously in the same grade. Further, three upgradations after 10, 20 and 30 years of service will be allowed.</p>

	The scheme with aforesaid modifications shall be called modified ACPS and will ensure suitable progression uniformly to all the employees in Central Government. (Para No. 6.1.15)	
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4. Performance Related Incentive Scheme

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI
(i)	The Commission has recommended introduction of a new performance based pecuniary benefit, over and above the regular salary, for the Government employees. The benefit will be called Performance Related Incentive Scheme (PRIS) and will be payable taking into account the performance of the employee during the period under consideration. It is based on the principle of differential reward for differential performance. (Para No.2.58)	Accepted. Detailed guidelines will be issued subsequently.

PART - B

Statement showing the recommendations of the Sixth Central Pay Commission on other Allowances relating to Supreme Court employees in Groups A, B, C and D and CJI's decision thereon. (References to Chapters and Paragraphs in the Statement are to the Pay Commission's Report).

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the CJI														
1.	<p>City Compensatory Allowance</p> <p>City Compensatory Allowance may be abolished. (Para 4.2.8)</p>	Accepted														
2.	<p>Transport Allowance</p> <p>The Commission has recommended the following rates for Transport Allowance:</p> <table border="1" data-bbox="332 846 1031 1491"> <thead> <tr> <th rowspan="2">Employees drawing grade pay of (Rs.)</th> <th colspan="2">Rate of Transport Allowance per month</th> </tr> <tr> <th>A-1/A Class City (Rs.)</th> <th>Other Places (Rs.)</th> </tr> </thead> <tbody> <tr> <td>5400 & above and posts in the apex scale and Cabinet Secy./equivalent</td> <td>Rs.3200 + DA thereon</td> <td>Rs.1600 + DA thereon</td> </tr> <tr> <td>4200 to 4800*</td> <td>Rs.1600 + DA thereon</td> <td>Rs.800 + DA thereon</td> </tr> <tr> <td>Below 4200</td> <td>Rs.400 + DA thereon</td> <td>Rs.300 + DA thereon</td> </tr> </tbody> </table> <p>*and Group B, C and D employees/personnel below officer rank drawing pre-revised basic pay of Rs.4000 and above. (Para No. 4.2.43)</p> <p>The existing condition which prohibits grant of Transport Allowance to the employees who have been provided with official accommodation within one Kilometer of the office should to be removed. Other conditions regulating the grant of this allowance shall remain unchanged. Physically disabled employees to continue drawing this allowance at double the normal rates. However, Transport Allowance in the case of physically disabled employees shall, in no case, be less than Rs.1000 per month plus the applicable rate of</p>	Employees drawing grade pay of (Rs.)	Rate of Transport Allowance per month		A-1/A Class City (Rs.)	Other Places (Rs.)	5400 & above and posts in the apex scale and Cabinet Secy./equivalent	Rs.3200 + DA thereon	Rs.1600 + DA thereon	4200 to 4800*	Rs.1600 + DA thereon	Rs.800 + DA thereon	Below 4200	Rs.400 + DA thereon	Rs.300 + DA thereon	<p>Accepted with the modification that "Campus" restriction for grant of Transport Allowance will be removed. Consequently, employees living in campuses will also be eligible for Transport Allowance. Also, Transport Allowance for the employees at the lowest levels will be increased to Rs.600 (from Rs.400) in A-1/A class cities and Rs.400 (from Rs.300) in other towns;</p> <p>Further, employees in PB-1 with Rs.7440 (corresponding to Rs.4000 basic in pre-revised pay scales) and above as pay in the pay band will be eligible for grant of Transport Allowance at the rate of Rs.1600/Rs.800.</p>
Employees drawing grade pay of (Rs.)	Rate of Transport Allowance per month															
	A-1/A Class City (Rs.)	Other Places (Rs.)														
5400 & above and posts in the apex scale and Cabinet Secy./equivalent	Rs.3200 + DA thereon	Rs.1600 + DA thereon														
4200 to 4800*	Rs.1600 + DA thereon	Rs.800 + DA thereon														
Below 4200	Rs.400 + DA thereon	Rs.300 + DA thereon														

dearness allowance. Employees in pay band PB-4 who are entitled to the use of official car for travel between residence and office may be given the option to draw transport allowance at a higher rate of Rs.7000 p.m. plus dearness allowance provided they give up the use of official car for travel between residence and office. (Para No. 4.2.44)

3. **House Rent Allowance**

- (i) The Commission has recommended merger of C Class Cities (having population of 50,000 to 5 lakh) with 'Unclassified Towns' (having population of less than 50,000). Accepted
- (ii) The Commission has recommended that the existing population criterion for classifying towns and cities for purposes of HRA may be retained. However, population in the urban agglomeration should be taken into account for classifying a city for purposes of HRA. Accepted
- (iii) The Commission has recommended retention of the existing rate of HRA in A-1 cities to be paid at the rate of 30% of the total of revised pay in the running pay band and grade pay thereon. Accepted
- (iv) The Commission has recommended that the erstwhile A, B-1 and B-2 categories may be merged and C & Unclassified categories may also be merged. The following rates of House Rent Allowance are accordingly recommended: Accepted

Revised classification of Cities and Towns on Population Criteria	Revised Classification of Cities/Towns	Rates of HRA as a percentage of Pay in the pay band + Grade Pay + MSP* + NPA*
50 lakhs & above	X (Earlier classified as A-1)	30
50 - 5 lakhs	Y (Earlier classified as A, B-1 & B-2)	20
Below 5 lakhs	Z	10

	(Earlier classified as C and Unclassified)							
	* where applicable	(Para No. 4.2.59)						
4.	<p>Children Education Allowance</p> <p>Children Education Allowance and Reimbursement of Tuition Fee may be merged and it will henceforth be reimbursement upto the maximum of Rs.1000 per child per month subject to a maximum of 2 children. Hostel subsidy may be reimbursed upto the maximum limit of Rs.3000 per month per child. The limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay bands goes up by 50%. (Para No. 4.2.64)</p>	Accepted						
5.	<p>Uniform Related Allowances</p> <p>(i) Following rates of Uniform Allowance are recommended by the Commission: -</p> <table border="1" data-bbox="360 1008 993 1212"> <thead> <tr> <th>Grant</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Initial grant</td> <td>Rs.14000</td> </tr> <tr> <td>Renewal grant</td> <td>Rs.3000 (payable after every three years)</td> </tr> </tbody> </table> <p>(Para No. 4.2.73 and 74)</p> <p>(ii) Existing rates of Kit Maintenance Allowance to be doubled for all categories of employees presently in receipt of this allowance. Uniform Allowance for nurses should also be increased to Rs.500 per month. (Para No. 4.2.76)</p> <p>(iii) The rates of Uniform Allowance and Kit Maintenance Allowance for all the above categories shall be increased by 25% every time the Dearness Allowance on revised pay bands goes up by 50%. (Para No. 4.2.77)</p>	Grant	Rate	Initial grant	Rs.14000	Renewal grant	Rs.3000 (payable after every three years)	<p>Accepted</p> <p>Accepted</p> <p>Accepted</p>
Grant	Rate							
Initial grant	Rs.14000							
Renewal grant	Rs.3000 (payable after every three years)							
6.	<p>Miscellaneous Allowance</p> <p>The Commission recommends doubling of the extant rates of Cycle Allowance, Washing Allowance, Cash Handling Allowance, Special Allowance, Night Duty Allowance and Split Duty Allowance. Similarly, rates of allowances specific to different Ministries/Departments/Organisations</p>	Accepted						

	not covered in this Report will also be doubled. The rates of these allowances will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%. Simultaneously, Machine Allowance should henceforth be withdrawn. (Para No. 4.2.81)	
7.	Caretaking Allowance The amount of caretaking allowance may henceforth be paid at the rate of 10% of the aggregate of pay in the pay band and grade pay thereon. (Para 3.8.8)	Accepted
8.	Leave Travel Concession (LTC)	
(i)	Central Government employees should be allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion. This facility shall be available to the Government officers only for the first two blocks of four years applicable after joining the Government for the first time. The blocs of 4 years shall apply with reference to the initial date of joining the Government even though the employee changes the job within Government subsequently. The existing blocks will remain the same but the entitlements of the new recruit will be different in the first eight years of service. All other provisions concerning frequency of travel under LTC are to be retained. (Para No. 4.3.5)	Accepted
(ii)	Travel entitlements, whether for the purpose of official tour/transfer or LTC, should be same but no daily allowance will be payable for travel on LTC. Further, the facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the public sector run by the Central or State Government or a local body. (Para No. 4.3.6)	Accepted
(iii)	Parents and/or step parents (stepmother and stepfather) who are wholly dependent on the Government employee shall be included in the definition of family for the purpose of LTC irrespective of whether they are residing with the Government employee or not. The definition of dependency is being linked to the minimum family pension for all purposes. Accordingly, all parents and/or step parents whose total income from all	Accepted

	<p>sources is less than the minimum family pension prescribed in Central Government and dearness relief thereon would be included in the definition of family for this purpose. The extant conditions in respect of other relations included in the family including married /divorced /abandoned /separated /widowed daughters shall continue without any change. (Para No. 4.3.7)</p>	
(iv)	<p>While encashment of Earned Leave upto 10 days along with LTC to the extent of total of 60 days may be continued, the leave encashed at the time of availing LTC should not be deducted from the maximum amount of Earned Leave encashable at the time of retirement. Consequently, the employees would be eligible to encash 300 days of Earned Leave at the time of their retirement, even though they may have encashed Earned Leave of upto 60 days during their career while availing LTC, whether to their home town or to any place in India. Insofar as Railways is concerned, the employees shall be allowed to avail of this encashment at the time of availing of passes for a maximum of 60 days in the entire career subject to the condition that successive encashment cannot be made before a minimum period of two years has elapsed. (Para No. 4.3.8)</p>	Accepted

ANNEX-II

Recommendations of Sixth CPC that have not been accepted by the Government

Sl. No.	Recommendation
1.	Liberal 'severance package' for those employees who want to leave service without pension with more than 15, but less than 20 years of service.
2.	Recommendation relating to Holiday Policy that there should only be three closed holidays for Supreme Court employees.
3.	Flexi-hours for women employees and flexi-weeks for employees with disabilities.