

MEGHALAYA SECRETARIAT SERVICES ASSOCIATION :: SHILLONG

NO.MSSA/EC/1/07-09/99

Dated Shillong, the 11th September, 2009.

For kind attention of all Members,
Meghalaya Secretariat Services Association,
Shillong.

(Through the Superintendent for circulation among their staff/Officers of MSS in their respective Departments/Cells).

Subject : - Fourth Meghalaya Pay Commission's Recommendation and Implementation thereof.

Dear Friends,

The Executive Committee of the Meghalaya Secretariat Services Association in its Meeting held on 10.09.09 has thoroughly discussed about the decision of the Government to implement the Revision of Pay with effect from 1.01.2007 instead of 1.01.2006 as demanded resolved to highlight the Government decision and clarification communicated to the Meghalaya State Government Employees' Federation vide letter No.F(PR)-2/2009/Pt./19 dated 8th September, 2009 to all members of the Association for enlightening their doubts and justification on the matter as follows:-

1. The Fourth Meghalaya Pay Commission has submitted the Report of its Recommendation for the Revision of Pay on December, 2008 to the government for consideration. The Government constituted the Empowered Committee to study and examine its feasibility and the Report of the Committee was submitted to the Government on 31.7.2009. The Finance Department on examination of the Report of the Empowered Committee placed the matter before the Cabinet on 2nd September, 2009 and the Cabinet took a decision on the same day and announced over the news papers of its implementation with effect from 1.01.2007.
2. Keeping in view the serious financial crunch and the huge financial implication that would be involved in the implementation of the recommendations of the Pay Commission; the State Government has taken a decision to implement the recommended revised pay scales and other service benefits for the State Government employees with effect from 1st January, 2007, although the Commission has recommended the date of effect from 1st January, 2008. To meet the cost of such implementation, the State Government had to approach the Central Government on many occasions for a special financial package and has been able to obtain fund with great difficulty from the Centre. The financial implication for implementing the arrears from 1.1.2007 is Rs.660 crores. If the date of implementation is fixed at 1.1.2006, another Rs.330 crores will be required which will not be possible to obtain.
3. The increase in pay over existing emoluments by 32% (i.e., Basic Pay + Dearness Pay + D.A + 32%) is considered reasonable in the present situation. It is clarified that the recommendation of the Pay Commission for having a multiplication factor of 2.66 for the purpose of pay fixation has been derived from the Standard Formula for determining the minimum pay of the employees, based on calculation in relation to the family budget survey conducted by the Government. Historically, there has always been parity in the minimum pay between the Central Government and this State Government. The Pay Commission has, therefore, taken into account the recommendation of the Sixth Central Pay Commission while arriving at the 'mimima'.

- (a) Accordingly, the minimum pay as on 1st January, 2006 would have been Rs.5740 and thus by computing this to 1st January, 2008 , the figure comes to approximately Rs.6450 and the recommended minimum pay with effect from 1st January, 2008 is Rs. 6500, representing a growth of 2.664 times the floor of the 1996 scales, of pay, that is, Rs.2440. The demand of the Association to fix a multiplier factor of 3 would result in higher scales of pay than Government of India.
- (b) The fixation formula recommended by the Pay Commission is very simple. The existing basic pay (excluding dearness pay) is to be multiplied by a factor of 2.66 and thereafter the basic pay will be fixed at the next higher stage thereof in the revised scale of pay applicable to that post/pay scale.
4. Apart from this, the Government has also accepted the Commission's recommendations for implementing a new scheme of Assured Career Progression, on the lines of the Central government scheme, which would ensure financial up gradation to an employee, twice in the service career, for every 12 years service spent continuously in the same rank.
5. With a view to simplify the existing pensionary provision the Government accepted the recommendations of the Pay Commission that persons having put in 10 years or more service irrespective of confirmation and/or temporary appointment against a sanctioned post/ service be eligible for pension.
6. While implementing the recommendations of the Pay Commission, all State Government employees would be allowed to exercise their options to come over to the recommended Revised scale of pay within a fixed time frame. Employees who do not want to come over to the revised scale of pay may opt to retain the existing scales of pay. Necessary orders for the implementation of the fourth Meghalaya Pay Commission's recommendations, including all allowances, are being finalized as early as possible

In view of the above Government's clarification all Members of the Meghalaya Secretariat Services Association are requested to exercise their option and submit their opinion to the Secretary/President or any Office Bearer of the Association on or before 15th September, 2009.

Thanking you.

Yours sincerely,



**(Shri S. Syiemlieh)
General Secretary.**