

INFORMATION AND PUBLIC RELATIONS
GOVERNMENT OF SIKKIM

PRESS RELEASE

The State Cabinet in its meeting held on 17th September, 2009 approved the report of the Committee of Secretaries on the recommendation of the 4th Pay Commission and approved the revised Pay Bands with Grade Pay and allowances proposed by the 4th Pay Commission with modifications.

The 4th Pay Commission which was constituted on 18th August 2008 submitted its report on 12th August 2009. The Government then constituted a Committee of Secretaries under the Chairmanship of Additional Chief Secretary to examine the recommendation of the 4th Pay Commission and to submit its report to the Government by 15th September, 2009.

The Committee of Secretaries had a series of meeting and examined all aspects of the recommendations made by the 4th Pay Commission and submitted its Report on 11th September, 2009.

The 4th Pay Commission has considered it appropriate to treat the teachers as a distinct group and recommended the upgradation of the pay scale of teachers and their grade pay anticipating that the enhanced Pay Package so recommended would motivate the teachers to bring about transformative changes in the quality of school education and to attract young talent to join teaching profession.

As the Pay fixation will take some time, the Cabinet had decided to release second installment of interim relief of Rs. 25,000/- each employee immediately due to ensuing Dasain Festival. Earlier first

installment of Interim Relief of Rs. 15,000/- and Rs. 20,000/- was released to Gazetted and Non-Gazetted employees respectively.

The major Highlights of the approval of the Government on 4th State Pay Commissions are -

PAY STRUCTURE

1. Minimum entry pay of Group D service is Rs. 7200 compared to Rs. 7000 at the Central Government.
2. New Pay Scale of Rs. 10,000/- have been introduced for Superintendent of Police and Principal Senior Secondary School.
3. Pay Scale of Rs. 7500-12500 in Health, Nursing and Forest Services has been abolished.
4. Treating teachers as a distinct group, a three tier pay structure in the Central pattern has been approved for implementation. The maximum enhancement is in the revised pay of teachers including heads of the schools. This has been given attaching prime importance to this service so that the best available talent in the State is attracted to join this profession. Furthermore, there is a general tendency among the in service teachers to join the administrative posts and this enhanced incentive would curb this tendency. In the revised pay structure of the teachers, elements of the Assured Career Progression are embedded.
5. A uniform Scheme of Assured Career Progression have been approved for the general State Government employees.
6. The Annual Increments will be payable @ 3% of the revised pay in the Pay Band and Grade Pay uniformly on First of July, each year.

ALLOWANCES:

7. Dearness Allowance would be payable at par with the Central Government.

8. House Rent Allowance would be paid at the rate of 15% of the revised pay for employees posted in Sikkim, Siliguri and Darjeeling and @ 20% for those posted in New Delhi and Kolkatta subject to a minimum of Rs. 1500/- per month.
9. The Difficult Area Allowance and High Altitude Allowance have also been suitably enhanced.
10. Washing Allowance to Nurses has been introduced.
11. Ration Allowance, Uniform Allowance to Police Personnel have been suitably enhanced.
12. Death-cum-Retirement Gratuity (DCRG) have been enhanced from the existing limit of Rs. 3.5 lakhs to Rs. 10.00 lakhs.
13. Medical Relief to the Pensioners have been enhanced from existing Rs. 500.00 to Rs. 1000.00 per month.
14. The existing practice of medical re-imburement will be continued.
15. Over all pay structure in parity with revised Central Pay structure with some enhancement given in the selected category like 4th grade and the teachers.

Dated : 22nd September, 2009