

# **Sixth Pay Commission Report**

## **Summary of Proposed Pensionary Benefits**

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### **FIXATION OF PENSION OF EXISTING PENSIONERS WITH *REVISED PENSION FITMENT TABLE – AT A GLANCE***

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**PAY FIXATION FOR PROPOSED PAY SCALES**

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**AND  
CALCULATIONS FOR  
REVISED RATES OF DEARNESS ALLOWANCE**

**COMPILED BY**

**RAILWAY SENIOR CITIZENS WELFARE SOCIETY**

**CHANDIGARH, PANCHKULA & MOHALI**

(Estd. 1991, Regd. No. 1881 – Under Registration of Societies Act)

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**Sixth Pay Commission Report**  
**SUMMARY OF PENSIONARY BENEFITS**

11.1 Date of effect- 1.1.06

11.23 Dearness allowance Base year of the Consumer Price Index (CPI) to be revised as frequently as feasible. Formulation of a separate index for Government employees suggested. \*(Pl. see table below)

11.33 Fitment formula recommended for serving employees to be extended in case of existing pensioners/family pensioners i.e. 40 % increase of (Pension + 74% DA/ \*DP) as on 1.1.06

\* DP (Dearness Pension in case of pre 1.4.2004 pensioners.

For post 31.3.2004 pensioners, the element of DP is included in pension )

11.34 Constant Attendant Allowance to be increased by five times to Rs.3000 p.m.

11.35 Pension to be paid at 50% of the average emoluments / last pay drawn (whichever is more) without linking it to 33 years of qualifying service for grant of full pension.

11.36 Liberal severance package for employees leaving after 15 to 20 years of service.

11.37 Higher rates of pension for retirees & family pensioners at the age of 80 Years by 20%, 85 Years by 30%, 90 Years by 40%, 95 Years by 50% and 100 Years by 100%.

11.38 Revision of the Commutation table for commutation of pension- for new Retirees.

5.1.37 Limit of maximum Gratuity to be increased from Rs 3.5 lakhs to Rs 10 lakhs.

11.39 Framing of an appropriate insurance scheme for meeting the OPD needs of pensioners in non-CGHS areas with Option for Existing Pensioners.

- No Revision of Medical Allowance – issue left open for Government to decide.

11.10 All recommendations to be treated as an 'organic whole' –

- As partial implementation will bring in several anomalies and inconsistencies.

11.10

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2.2.18 Four (4) Long Running Pay Bands - PB-1 Rs 4860-20200, PB – 2 Rs 8700-34800, PB 3 Rs 15600-39100 and PB 4 Rs 39200-67000.

**REVISED RATES OF DA AFTER IMPLEMENTATION OF SCPC REPORT**

Month ending	Average CPI (1982=100 as Base)	With effect from	%age Rise of CPI over 536 – As in December,05)	DA on Revised Pay/ Pension (1982 Base)	Average CPI (2001 =100 As Base)	%age Rise of CPI over 536 As in December,05)	DA on Revised Pay/ Pension (2001 Base)
31. 12. 2005	536.00	1.1.06	Nil	Nil	115.76	Nil	Nil
30. 06. 2006	550.38	1.7.06	2.68 %	2 %	118.87	2.68 %	2 %
31. 12. 2006	568.91	1.1.07	6.13 %	6 %	122.87	6.04 %	6 %
30. 06. 2006	587.66	1.7.07	9.63 %	9 %	126.92	9.64 %	9 %
31. 12. 2007	605.50	1.1.08	14.84 %	12 %	130.08	12.37 %	12 %

\* Linking factor for conversion of 2001=100 base index to previous 1982=100 index series is 4.63

\* % age rise of index above 536 (as in Dec.05) is to be considered

- as was done after Third, Fourth and Fifth Pay Commissions.

**ORGANISTIONAL NEWS, RSCWS**

1. NEXT GENERAL BODY MEETING OF RSCWS IS PROPOSED TO BE HELD ON 4<sup>TH</sup> MAY, 08 – NOTICE SHALL BE ISSUED SHORTLY.

2. MEMBERS WHOSE SUBSCRIPTION FOR 2008 IS STILL DUE. ARE REQUESTED TO PAY IT EARLY – @ RS 150 P.A. OR SEND IT BY CHEQUE TO SH. K. S. BHANDARI, TREASURER, RSCWS, 3098, SECTOR 22 CHANDIGARH (PH. 2711641 & 9815012641).

3. THE NEXT ISSUE OF “NEWS LETTER OF RSCWS” IS UNDER ISSUE & SHALL BE DESPATCHED SHORTLY.

Harchandan Singh, Secretary, RSCWS

**SENIOR CITIZENS OF RAILWAYS –  
FOR YOUR OWN BETTERMENT – BE ACTIVE MEMBERS OF RSCWS &  
STRENGTHEN RAILWAY SENIOR CITIZEN WELFARE SOCIETY CHANDIGARH  
JOIN ALL MEETINGS SEMINARS & MEDICAL CAMPS ETC. WITH YOUR SPOUSE & OTHER COLLEAGUES**

FOR FURTHER DETAILS & TEXT OF PAY COMMISSION REPORT ALONG WITH ITS ANNEXURES DEVELOPMENTS ON SCPC, FIXATION TABLES, ARREAR CALCULATOR AND MANY OTHER FEATURES VISIT REGULARLY “PENSIONERS FORUM” ON OUR WEBSITE [www.irtsa.net](http://www.irtsa.net) THE WEBSITE IS CONSTANTLY UPDATED & NEW FEATURE ARE ADDED TO IT FREQUANTLY

## FIXATION OF THE PENSION OF THE EXISTING PENSIONERS

Extracts of Report of Sixth Central Pay Commission. (Page 338, Volume I)

**5.1.47 Fitment benefit to the past pensioners-** The Commission notes that modified parity has already been conceded between pre and post 1/1/1996 pensioners. Further, full neutralization of price rise on or after 1/1/1996 has also been extended to all the pensioners. Accordingly, no further changes in the extant rules are necessary. However, in order to maintain the existing modified parity between present and future retirees, it will be necessary to allow the same fitment benefit as is being recommended for the existing Government employees. **The Commission, accordingly, recommends that all past pensioners should be allowed fitment benefit equal to 40% of the pension excluding the effect of merger of 50% dearness allowance/ dearness relief as pension (in respect of pensioners retiring on or after 1/4/2004) and dearness pension (for other pensioners) respectively.** The increase will be allowed by subsuming the effect of conversion of 50% of dearness relief/ dearness allowance as dearness pension/dearness pay. Consequently, dearness relief at the rate of 74% on pension (excluding the effect of merger) has been taken for the purposes of computing revised pension as on 1/1/2006. This is consistent with the fitment benefit being allowed in case of the existing employees. A table (Annex 5.1.1) showing fixation of the pension of the existing pensioners in the revised dispensation consequent to implementation of the recommendations of this Commission has been prepared and should be used for fixing the revised pension of the existing pensioners.

**The fixation as per this table will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the pre-revised pay scale from which the pensioner had retired. To this extent, a change would need to be allowed from the fitment table**

### REVISED PENSION FITMENT TABLE – AT A GLANCE

Extracts of (Volume II) Annexure 5.1.1, Page 87 to 254

Pre-revised Pension+ DP * on 1.1,06	Revised Pension As per Annex. 5.1.1	Pre-revised Pension on 1.1,06	Revised Pension As per Annex. 5.1.1	Pre-revised Pension on 1.1,06	Revised Pension As per Annex. 5.1.1	Pre-revised Pension on 1.1,06	Revised Pension As per Annex. 5.1.1
1913	3330	4500	6420	7100	10129	11000	15693
2000	3330	4600	6563	7200	10272	11500	16407
2100	3330	4700	6705	7300	10415	12000	17120
2200	3330	4800	6848	7400	10557	12500	17833
2300	3330	4900	6991	7500	10700	13000	18547
2400	3424	5000	7133	7600	10843	13500	19260
2500	3567	5100	7276	7700	10985	14000	19973
2600	3709	5200	7419	7800	11128	14500	20687
2700	3852	5300	7561	7900	11271	15000	21400
2800	3995	5400	7704	8000	11413	15500	22113
2900	4137	5500	7847	8100	11556	16000	22827
3000	4280	5600	7989	8200	11699	16500	23540
3100	4423	5700	8132	8300	11841	17000	24253
3200	4565	5800	8275	8400	11984	17500	24967
3300	4708	5900	8417	8500	12127	18000	25680
3400	4851	6000	8560	8600	12269	18500	26393
3500	4993	6100	8703	8900	12697	19000	27107
3600	5136	6200	8845	9100	12983	22500	32100
3700	5279	6300	8988	9200	13125	** Revised DA	
3800	5421	6400	9131	9300	13268	on Revised Pension	
3900	5564	6500	9273	9500	13553	From	DA
4000	5707	6600	9416	9600	13696	1.1.06	Nil
4100	5849	6700	9559	9700	13839	1.7.06	2%
4200	5992	6800	9701	9800	13981	1.1.07	6%
4300	6135	6900	9844	9900	14124	1.7.07	9%
4400	6277	7000	9987	10000	14267	1.1.08	12%

\* DP (Dearness Pension in case of pre 1.4.2004 pensioners.

For post 31.3.2004 pensioners, the element of DP is included in pension)

\*\* Revised DA is based on % age rise of Price index above 536 ( in Dec.05) - as indicated on Page 2

## Pay Fixation for Proposed Pay Scales by Sixth CPC

CALCULATED AS PER PAGE No 59, 60, 61 AND 62 OF VI CPC REPORT

Pay Fixation recommended by Sixth CPC %age Rise of Total Emoluments (GENERAL), - as on 01.01.2006										
Pre- Revi sed Scale	Existing Emoluments				Recommended Emoluments					
	Min of Ext. Scale	Max of Ext. Scale	Min. Emolument BP+DP+ 24%DA On 1.1.06	Max Emolu- ment	Pay Band	Corres- ponding pay bands	Grade pay	Total Min. Pay On 1.1.06	Increase/ decrease in Min. Pay	% age increase
S-1	2550	2660	4743	4948	1S	4440	1300	5740	997	21.02
S-2	2610	3150	4855	5859	1S	4550	1400	5950	1095	22.56
S-3	2650	3300	4929	6138	1S	4620	1650	6270	1341	27.21
S-4	2750	3800	5115	7068	PB-1	4990	1800	6790	1675	32.75
S-5	3050	3950	5673	7347	PB-1	5310	1900	7210	1537	27.09
S-6	3200	4900	5952	9114	PB-1	5570	2000	7570	1618	27.18
S-7	4000	6000	7440	11160	PB-1	6960	2400	9360	1920	25.81
S-8	4500	7000	8370	13020	PB-1	7830	2800	10630	2260	27.00
S-9	5000	8000	9300	14880	PB-2	8700	4200	12900	3600	38.71
S-10	5500	9000	10230	16740	PB-2	9570	4200	13770	3540	34.60
S-11	6500	6900	12090	12834	PB-2	11310	4200	15510	3420	28.29
S-12	6500	10500	12090	19530	PB-2	11310	4200	15510	3420	28.29
S-13	7450	11500	13857	21390	PB-2	12970	4600	17570	3713	26.80
S-14	7500	12000	13950	22320	PB-2	13050	4800	17850	3900	27.96
S-15	8000	13500	14880	25110	PB-2	13920	5400	19320	4440	29.84
New	8000	13500	14880	25110	PB-3	15990	5400	21390	6510	43.75
S-16	9000	(Fixed)	16740	25110	PB-3	15600	5400	21000	4260	25.45
S-17	9000	9550	16740	17763	PB-3	15990	5400	21390	4650	27.78
S-18	10325	12575	19205	23390	PB-3	17970	6100	24070	4866	25.34
S-19	10000	15200	18600	28272	PB-3	17400	6100	23500	4900	26.34
S-20	10650	15850	19809	29481	PB-3	18540	6500	25040	5231	26.41
S-21	12000	16500	22320	30690	PB-3	20880	6600	27480	5160	23.12
S-22	12750	16500	23715	30690	PB-3	22190	7500	29690	5975	25.20
S-23	12000	18000	22320	33480	PB-3	20880	7600	28480	6160	27.60
S-24	14300	18300	26598	34038	PB-3	24890	7600	32490	5892	22.15
S-25	15100	18300	28086	34038	PB-3	26280	8300	34580	6494	23.12
S-26	16400	20000	30504	37200	PB-3	28540	8400	36940	6436	21.10
S-27	16400	20900	30504	38874	PB-3	28540	8400	36940	6436	21.10
S-28	14300	22400	26598	41664	PB-4	39200	9000	48200	21602	81.22
S-29	18400	22400	34224	41664	PB-4	43280	9000	52280	18056	52.76
S-30	22400	24500	41664	45570	PB-4	48990	11000	59990	18326	43.99
S-31	22400	26000	41664	48360	PB-4	48990	13000	61990	20326	48.79
S-32	24050	25000	44733	46500	PB-4	52770	13000	65770	21037	47.03
S-33	26000	(Fixed)	46500	-	-	80000	(Fixed)	-	33500	72.04
S-34	30000	(Fixed)	55800	-	-	90000	(Fixed)	-	34200	61.29

**DISCLAIMER:- THESE TABLES ARE ONLY FOR GENERAL GUIDANCE & NOT A READY RECKONERS  
FOR FIXATION OF PAY ESPECIALLY SINCE THESE ARE SUBJECT TO APPROVAL BY THE GOVERNMENT OF THE  
VARIOUS RECOMMENDATIONS OF THE SIXTH PAY COMMISSION**

*For further details please visit our Website <http://www.irtsa.net> on your PC or in any Cyber Café  
If required, please feel free to call me up, or write to me for any clarification or advice.*

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