
GOVERNMENT OF KARNATAKA



REPORT OF THE OFFICIAL PAY COMMITTEE (2011)

12th March, 2012

Room No.201,
2nd floor, Vidhana Soudha
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12th March, 2012
Bangalore



SUBIR HARI SINGH, IAS
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CHAPTER 1

SUMMARY OF RECOMMENDATIONS

The Official Pay Committee constituted in June 2011 by Government of Karnataka to go into the pay revision of its employees has examined and considered the demands of various employees' associations as well as heard the representatives of those associations. Various issues relating to existing as well as proposed revision of pay structure, master scale, pay scales, D.A. formula, allowances and pensionary benefits in comparison with employees of Government of India and neighbouring states have been examined and discussed in detail. The Committee has also analysed the impact of pay revision on the State Government's fiscal position considering the State Government's commitment for plan, non-plan expenditure, developmental and other programmes.

Keeping all the above in view, the recommendations of the Committee are summarised as follows.

1.1 Revised Pay Structure & Pay Scales

- (i) The State should continue to have its own Pay Structure for its employees.
- (ii) The new Pay Structure is related to the index level of 191.5 points obtainable on 1.1.2012 (base 2001=100).
- (iii) The concept of Master Scale with 91 stages are retained.
- (iv) The Fitment Benefit is 22.5 per cent inclusive of 15 per cent Interim Relief.
- (v) To retain the existing 25 standard scales, segments from the Master Scale.
- (vi) The new pay structure includes the Dearness Allowance as on 1.1.2012 at the index level of 191.5 points.
- (vii) The revised Pay Scales, Allowances and Pensions are effective from 1.4.2012.
- (viii) To revise the Minimum pay scale from Rs.4800-7275 to Rs.9600-14550.
- (ix) To revise the Maximum pay scale from Rs.28275-39900 to Rs.56550-79800.
- (x) The existing rates of increments have been doubled.
- (xi) The new pay shall be fixed w.e.f. 1.4.2012 as follows.
 - 1) Basic Pay as on 1.4.2012
 - 2) DA of 76.75 per cent as on 1.1.2012
 - 3) Fitment benefit of 22.5 per cent of basic pay inclusive of 15 per cent Interim Relief.
- (xii) The DA from 1.7.2012 is to be allowed with multiplication factor of 0.604 for every 1 per cent of DA sanctioned by Government of India.

1.2 Allowances, Special Allowance & Other Benefits

These are recommended to be implemented with effect from 1.4.2012.

Part 1 Allowances

- (i) For purposes of HRA, classification of cities/ towns /other places reduced from six groups to four groups. The minimum rate of HRA increased from 6 per cent to 7 per cent. Rural allowance of Rs.100 is removed.
- (ii) The existing rates of CCA is increased from Rs.80 - 300 to Rs. 250 - 400 per month.
- (iii) The rate of Medical Allowance for group C & D employees is increased from Rs.50 per month to Rs.100 per month.
- (iv) The existing rate of Conveyance Allowance is increased from Rs.100 - 400 to Rs.200 - 600.
- (v) Rates of Road Mileage, Daily Allowance, Special Daily Allowance, Transfer grant hiked substantially.
- (vi) The existing rates of FTA is increased from Rs.150 - 700 to Rs.225 - 750.
- (vii) Out of State Allowance to be 25 per cent in the revised pay scale for the officials working in Delhi and 10 per cent of the revised pay scale for officials working in Varanasi, Thirumala, Srisailam and other offices located outside the state.
- (viii) Rate of Charge Allowance enhanced from 5 per cent to 7.5 per cent in the revised pay scale and the ceiling limit of Rs.1000 removed.
- (ix) Rates of Hill Station Allowance are revised from Rs.150 - 250 to Rs.200 - 300 per month.
- (x) The rates of Initial Grant, Renewal Grant, Maintenance Allowance under Uniform Allowance increased substantially.

Part 2 Special Allowance

- (i) The rates of Special Allowance to about 380 cadres enhanced.
- (ii) Special Allowance ranging from Rs.100 to Rs.300 per month for Veterinary Officers, Veterinary Inspectors, Veterinary Assistants, Deputy Range Forest Officers, Forest Guards, Forest Watchers, Cooks and Pourakarmikas is suggested.
- (iii) Special Allowance revised from Rs.200 to Rs. 500 per month to Lecturers in P.U. Colleges.

Part 3 Other Benefits

- (i) The limit on accumulation of Earned Leave enhanced from 240 days to 300 days. Maximum limit of Earned Leave that can be encashed at the time of retirement enhanced from 240 days to 300 days.

- (ii) Encashment of Earned Leave upto 15 days every year.
- (iii) Leave Travel Concession to be granted twice during the service
- (iv) Period of Maternity Leave to be increased from the existing 135 days to 180 days.
- (v) Government servants stagnating in the same post without promotion for 25 years to get additional increment and those stagnating without promotion for 30 years and above, to get one more additional increment.
- (vi) The number of stagnation increments increased from the existing five to eight.

Part 4 Loans and Advances

The amount of loans and advances to be revised as follows:

- (i) Advance for House Building and House Purchase from Rs. 5.00 lakh to Rs.15.00 lakh.
- (ii) Advance for purchase Motor Car from Rs.2.50 lakh to Rs. 3.00 lakhs
- (iii) Advance for purchase of Motor Cycle / Scooter form Rs. 30,000 to Rs. 50,000.
- (iv) Advance for purchase of Computer from Rs. 35,000 to 40,000.
- (v) Festival Advance from Rs.3,500 to Rs. 5,000.
- (vi) Advance for purchase of Bicycle from Rs. 2,000 to Rs. 3,000.

Part 5 Benefits for the Persons with Disabilities

- (i) Conveyance Allowance to employees with locomotor disability and blindness to be 6 per cent in the revised pay scale and the ceiling limit of Rs.400 to be removed.
- (ii) Government to reimburse 25 per cent of the cost, subject to a maximum of Rs.25,000 of the motorised / mechanical vehicles purchased by the Government servants with disabilities once in their service.
- (iii) Children Education Allowance for two disabled children of employees at Rs.500 per month.
- (iv) With a view to enable Government servants to bring up two children with disabilities who are unable to go to school, allowance of Rs.500 per month.
- (v) Flexi-hours for Government servants with disabilities.

1.3 Retirement Benefits

- (i) Minimum and maximum pension to be Rs. 4,800 per month and Rs.39,900 per month respectively.

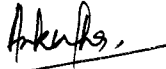
- (ii) Minimum and maximum family pension to be Rs.4,800 per month and Rs.23,940 per month respectively.
- (iii) Pension / Family pension of past retirees to be calculated by adding to basic pension/family pension as on 1.4.2012, DA at 76.75 per cent and fitment benefit of 22.5 per cent subject to a minimum of Rs.4,800 per month.
- (iv) The ceiling limit on DCRG is raised from Rs. 6.00 lakh to Rs. 10.00 lakh.

1.4 Other Issues

- (i) The Committee has made several recommendations with regard to restructuring of the staff in the State Government.
- (ii) The Committee recommends for introducing five day work week.

1.5 Financial Implication

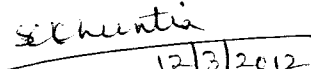
The additional financial implication per year on account of revision of Pay and Allowances of the employees of State Government, Aided Educational Institutions and Local Bodies and Non-teaching Staff of Universities and Pensioners is estimated to be Rs.4450 crore ■



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12th March, 2012

CHAPTER 2 INTRODUCTION

2.1 Constitution of the Official Pay Committee

The State Government by its order No.FD 23 SRP 2011, dated 15.06.2011 constituted an Official Pay Committee (OPC) consisting of the following officers:

- | | | |
|--|---|-----------|
| 1. Sri Subir Hari Singh, IAS.
Additional Chief Secretary
& Development Commissioner | - | Chairman |
| 2. Sri L.V.Nagarajan, IAS.
Principal Secretary to Government
Finance Department | - | Member |
| 3. Dr. Subhash Chandra Khuntia, IAS.
Principal Secretary to Government
Public Works Department | - | Member |
| 4. Sri Anil Kumar Jha, IAS.
Secretary to Government (Expenditure)
Finance Department | - | Member |
| 5. Dr. H.Shashidhar, IAS (Rtd) | - | Secretary |

2.2 Terms of Reference

The terms of reference (Annexure 1) to the Official Pay Committee are as under:

- (i) *To examine the present pay structure of employees of the State Government, Aided Educational Institutions, Local Bodies and Non-teaching Staff of the Universities i.e. excluding those who are on the UGC/AICTE/ICAR scales of pay taking into account the total packet of benefits including death-cum-retirement benefits available to the employees and to recommend new pay structure which may be feasible;*
- (ii) *To examine and determine the Dearness Allowance formula with reference to the existing Central Dearness Allowance formula adopted by the State Government and to suggest changes which may be feasible;*

- (iii) *To examine the quantum of various allowances including House Rent Allowance, City Compensatory Allowance, etc. and Leave Travel Concession and Medical Attendance facilities and to suggest changes which may be feasible:*
- (iv) *To examine the existing pattern of pension benefits and to suggest changes which may be feasible;*
- (v) *To examine such other matters as may be entrusted by the State Government.*
- (vi) *In making its recommendations, the Official Pay Committee should keep in view the resources of the State Government and Government's commitments for various development programmes and schemes, statutory and regulatory functions, debt-servicing obligations and other non-development requirements within the overall mandate of the Fiscal Responsibility Management Act, 2002.*
- (vii) *The Official Pay Committee should devise its own procedure, and may call for such information from various Departments as found necessary for its terms of reference.*
- (viii) *All the Government departments shall furnish such information and documents and other assistance, as may be required by the Official Pay Committee. Government trust that the Service Associations, Local Bodies, Aided Institutions and others concerned will extend to the Official Pay Committee their fullest co-operation and assistance.*
- (ix) *The Official Pay Committee shall submit its report within nine months.*

2.3 Setting up of Office

The State Government vide its order No.DPAR 122 DBM 2011, dated 02.07.2011 (Annexure 2) provided office space for the Official Pay Committee in Rooms No.201 & 263, 2nd floor, Vidhana Soudha, Bangalore.

2.4 Creation and Filling up of Posts

The State Government vide its order No.DPAR 346 SAS 2011, dated 30.06.2011 (Annexure 3) and order No.FD 07 OPC 2011 (iv), dated 06.09.2011 (Annexure 4) and Order

No. FD 07 OPC 2011 dated 01.08.2011 (Annexure 4A) created required posts to assist the Committee. The staff position of the Official Pay Committee is furnished (Annexure 5).

2.5 Budget

Out of a budget of Rs.50.00 lakh provided for the Committee's expenditure, a sum of Rs. 22.30 lakh is likely to be utilised.

2.6 Methodology adopted

The Committee in its first meeting evolved a broad working methodology as follows:

(i) A questionnaire was formulated (Annexure 6) and sent to all Principal Secretaries, Secretaries and Heads of Departments for eliciting their views on various aspects of pay revision. Similarly, the questionnaire was sent to registered Employees' Associations of Government, Local Bodies, Aided Educational Institutions, Non-teaching Staff of Universities, and Pensioners to obtain their considered views regarding pay revision. Copies of questionnaire were made available to individual cadre associations and employees on their request. The number of responses received from the above quarters is given below:

1. Principal Secretaries & Secretaries	24
2. Heads of Departments	23
3. Associations	7
4. Individuals	1
5. Others	6
<u>Total</u>	61

(ii) Besides receiving the representations forwarded by various government offices, the Committee also received representations directly. The details are as follows:

1. Individuals & Others	328
2. Cadre Associations	250
3. Pensioners	117
4. Government & HoDs	34
5. Employees' Associations	30
6. Aided Institutions	3
<u>Total</u>	762

(iii) The Committee held 31 meetings with various officers (Annexure 7) and 71 meetings with several associations (Annexure 8) on scheduled dates and obtained their considered views both orally as well as in writing.

(iv) To ascertain the factual position of implementation of recommendations of the Sixth Central Pay Commission, officers and consultants of the Committee visited neighbouring states of Tamil Nadu, Maharashtra, and also the States of Delhi and Punjab in the north. They held discussions with officers and collected valuable information.

(v) Information regarding pay revision in GOI and some of the major States was received through their websites and in writing.

(vi) The Committee requested the Principal Secretary (Budget and Resources), Finance Department, to give necessary inputs about the possible impact of pay revision on the fiscal position of the State.

(vii) A study on the feasibility of introducing five-day work week was entrusted to IIM, Bangalore. The study report of the IIM is available on website www.finance.kar.nic.in. Based on the observations and recommendations made in the Study Report, the Committee has drawn its conclusions on the feasibility of introducing five-day work week in Chapter 10.

(viii) The Committee held 24 meetings (Annexure 9) in all, and completed its task within the stipulated time.

2.7 Further, the Committee examined all the representations received in writing and mentioned orally in various meetings. It also examined, analysed and discussed various issues pertaining to the existing as well as proposed revision of pay structure, pay scales, dearness allowance formula, various allowances and pensionary benefits. The Committee also examined and kept in view the resources of the State Government, Government's commitments and debt servicing obligations ■

CHAPTER 3

PAY COMMISSIONS AND PAY COMMITTEES IN KARNATAKA - an OVERVIEW

3.1 Background

Increasing costs of living, changing socio-economic conditions, rising aspirations in view of growing opportunities, and pay-revision by the Union and other State Governments have prompted revision and rationalisation of pay and allowances of Government employees. Government of Karnataka has been constituting Pay Commissions/Committees to make recommendations for continuous improvements in the pay, allowances and other benefits of government employees.

3.1.1 Since the formation of the Karnataka State on 1.11.1956, five Commissions, two Cabinet sub-Committees and ten Official Pay Committees have been constituted. Pay structure recommended by these Pay Commissions and Committees have a long historical background. From inception the State Government has been evolving and adopting its own pay structure for its employees. The existing pay structure, pay scales, allowances and other benefits have been derived from the earlier pay scales revised from time to time.

3.2 Main recommendations of the previous Pay Commissions/Committees are as follows:

3.2.1 **First State Pay Commission, 1966:** It was a one-man Commission constituted on 17.11.1966 under the Chairmanship of Justice T.K.Tukol, a retired Judge of Karnataka High Court. The report was submitted on 2.12.1968 and implemented with effect from 1.1.1970. Main recommendations were as follows.

- ◆ The number of pay scales was reduced from 108 to 27
- ◆ Minimum Pay Rs.65.
- ◆ DA applicable to the State Government employees at the rates of Central Government.

3.2.2 **Second State Pay Commission, 1974:** The Second State Pay Commission constituted on 13.8.1974 under the Chairmanship of Karnataka High Court Retired Judge, Justice A.Narayana Pai (One man commission) submitted its report on 8.3.1976. The following were the major recommendations.

- ◆ Considering the qualifications and responsibilities prescribed for the post, all the posts were distributed among eight categories and a common pay structure was recommended for all the posts coming under one category at the entry level.

- ◆ Number of pay scales recommended was 15.
- ◆ Minimum Pay Rs.250 and Maximum Pay Rs.2,750
- ◆ The pay scales were divided into two parts – (1) Basic Pay and (2) General Purpose Pay.

3.2.3 **Official Pay Committee, 1976:** The Government appointed an Official Committee on 20.10.1976 under the Chairmanship of Sri B.S.Hanuman, Commissioner, Home Department to look into the recommendations of the Second Pay Commission. The Committee did not agree to classify all the posts into 8 groups but recommended to increase the pay scales to 19 (by adding two more scales) keeping in view the minimum and maximum pay as recommended by the 2nd Commission. The same was recommended to the government and was given effect from 1.1.1977.

3.2.4 **Cabinet Sub Committee, 1981:** To look into the representations received from the employees on the above pay revision, the Government on 31.3.1981 constituted a Cabinet Sub-Committee under the Chairmanship of Sri M.Veerappa Moily, Finance Minister which recommended the following:

- ◆ Minimum pay Rs.390 and Maximum pay Rs.3,200
- ◆ To bring the pay of lower category employees of the State Government on par with that of the Central Government.
- ◆ An increase of Minimum Rs.20 and Maximum Rs.50 in the Pay
- ◆ DA on basic pay

3.2.5 **Third State Pay Commission, 1986:** The Third State Pay Commission was constituted on 23.01.1986 under the Chairmanship of Justice B.Venkataswamy, retired High Court Judge, with Prof. Madaiah, Mysore University, as Member and Sri S. Venkatesh (Rtd. IAS) as Member-Secretary. The Commission submitted its report in December 1986 and the State Government accepted and implemented w.e.f. 1.7.1986 and 1.3.1987 with the following:

- ◆ D.A was merged with basic pay
- ◆ Formed 21 pay scales
- ◆ Increase in pay – Minimum Rs.75 and Maximum Rs.350
- ◆ Additional burden to the state exchequer was to the tune of Rs.329.00 crore in 1986.

3.2.6 **Fourth State Pay Commission, 1992:** The Fourth State Pay Commission was constituted on 26.02.1992 under the Chairmanship of Justice Jagannath Shetty, retired Supreme Court Judge, with Dr G. Thimmaiah and Sri K.P. Surendra Nath (Rtd. IAS) as members. The recommendations were implemented from 1.7.1993, following being the major features:

- ◆ Formed 20 pay scales
- ◆ Minimum Pay Rs.840 and Maximum Pay Rs.6,800.
- ◆ Increased the basic pay by 7.5%
- ◆ D A was not suggested to be merged with the Basic Pay.
- ◆ No change in DA
- ◆ Increase in Pay – Minimum Rs.111 and Maximum Rs.896.
- ◆ Total additional burden for the State Government was Rs. 180.00 crore per year.

3.2.7 **Official Pay Committee, 1998:** The demands put forth by the employees were considered by the Government and it constituted an Official Pay Committee (OPC) on 5.2.1998 under the Chairmanship of Sri C.Gopala Reddy, IAS, Principal Secretary to Government, Finance Department. The Committee submitted its report on 19.12.1998. Government implemented the recommendations w.e.f. 1.4.1998/18.01.1999 with the following:

- ◆ Increased the basic pay by 37.5%
- ◆ Increased HRA and CCA
- ◆ Minimum pay Rs.2,500 and Maximum Pay Rs.20,720.
- ◆ Minimum Pension Rs.1,055 and Maximum Pension Rs.10,620.
- ◆ During 1998-99, because of revision of pay, the impact on State Exchequer was to the tune of Rs.784.00 crores.

3.2.8 **Pay Anomaly Review Committee, 2000:** The recommendations of the Official Pay Committee, 1998 resulted in certain anomalies which prompted the Government to constitute a Committee on 17.6.2000.

3.2.9 **Fifth State Pay Commission, 2005:** The Fifth State Pay Commission was constituted on 21.06.2005 under the Chairmanship Sri C.Gopala Reddy, IAS and subsequently Sri M.B.Prakash, IAS (retired) on 3.8.2006. The major recommendations were as follows.

- ◆ The State Government to continue the tradition of having its own pay structure.
- ◆ The revised pay scales are based on DA as on 1. 7.2005.
- ◆ The revised pay scales to be effective from 1.7.2005 and monetary benefits from 1.4.2006.
- ◆ The revised pay shall be fixed;
 - a. Basic pay plus merging of 71% of DA as on 01.07.2005.
 - b. Increase in basic pay by 17.5% including interim relief of 10%.
 - c. (a+b) will constitute the basic pay.
- ◆ Increase in HRA, CCA and Rural allowances.
- ◆ The minimum pre-revised pay including DA which was Rs.4275 as on 01.07.2005 is revised to Rs.4800 (The minimum pre-revised scale Rs.2500-3850 is revised to Rs.4800-7275).
- ◆ The pre-revised maximum scale of Rs.14960-20720 is revised to Rs.28275-39900.
- ◆ The rate of increment which ranged from Rs.50 to 500 has been raised to Rs. 100 to 850 in the revised pay scales.
- ◆ Five new pay scales were added to the existing 20 scales.
- ◆ The impact on account of pay revision to the State Exchequer was estimated to be around Rs.1,350.00 crores.

3.2.10 Subsequently, the State Government has revised the rates of HRA to 25%, 16%, 10% 7% and 6% depending upon the classification of cities.

3.2.11 The quantum of pension/family pension drawn by the Government servants who retired prior to 1.7.1993 was very small. In the G.O. No. FD(Spl) 27 PEN 2007 dated 13.10.2010, Government have sanctioned w.e.f. 1.4.2006 increase in pension/family pension at the rates mentioned below.

Age of Pensioner/Family Pensioner	Additional Pension / Family Pension
80 to 85 years	20% of the Basic Pension/FP
85 to 90 years	30% of the Basic Pension/FP
90 years and above	50% of the Basic Pension/FP ■

CHAPTER 4

DEMANDS BY EMPLOYEES' ASSOCIATIONS

4.1 Background

Any Pay Commission or Pay Committee has the delicate task of balancing the legitimate growing needs and aspirations of Government employees and pensioners with the limited fiscal capacity of the State Government. While increasing resources are required for the development needs of the State, working conditions of government employees also need to be improved with respect to the changing times and circumstances. The State Government is expected to be a model employer and therefore has always strived to examine and consider the legitimate demands of its present and past employees while revising pay and allowances and pensionary benefits.

4.1.1 The Karnataka State Government Employees' Association, Karnataka State Pensioners' Association and various other Associations have submitted their memoranda of demands to the Official Pay Committee.

4.1.2 Main demands of various employees' associations and the views of Principal Secretaries, Secretaries and Heads of Departments are hereinafter summarised.

4.2 Pay Scale and Pay Structure

To adopt/sanction/propose/enhance/consider

- ⇒ Central Pay Scales
- ⇒ restructure the scales w.e.f. 01.07.2010 with due weightage to the employees to recuperate loss in total emoluments as compared to Central Employees
- ⇒ structure the revised pay scales at the index level of 777 (1982=100) or 162 (2001=100 – 12 months average in AICPI) w.e.f. 01.07.2010 for calculating DA, HRA, CCA and other allowances including pensionary benefits
- ⇒ “Open-End” Scale
- ⇒ Two additional scales for group-C and 1 additional scale for group-D below the existing 11 scales
- ⇒ new pay scales effective from 01.01.2006 / 01.07.2010 / 01.01.2011
- ⇒ automatic jump to next scale after reaching stagnation by enhancing the span of scale to avoid stagnation.

4.2.2 Interim Relief

- ⇒ Interim Relief varying from 25% to 40% - w.e.f. 01.01.2011

4.2.3 Fitment Benefits

- ⇒ Increase of 40% to 52% as fitment benefit
- ⇒ Merger of basic pay with fitment benefit of 52% (30% proposed IR + service weightage of ½% per year + other factors of cost of living) and 56.25% of DA
- ⇒ Fitment in pay fixation on point to point in accordance with the Central pattern

4.2.4 Minimum & Maximum

- ⇒ Minimum Basic of Rs. 8000 to 10000 and Maximum basic pay of Rs.65100 to 90000
- ⇒ Ratio between minimum and maximum scales to be 1:9/1:10/1:11

4.2.5 Time Bound Advancement

- ⇒ Time bound promotions for all cadres completing 6/13/20 or 8,15,22 and 27 years service as in the States of Kerala & Rajasthan

4.2.6 Annual Increment

- ⇒ Increments in two stages in June and December
- ⇒ Continuous sanction of Stagnation Increments to enable getting selection time scale or promotion
- ⇒ Bi-annual increments after 5 stagnation increments
- ⇒ Increment at 3/4/5 % of pay like for Central employees or with rates ranging from Rs. 200-1000 / 300-1000

4.2.7 Policy issues

- ⇒ Implement 'Five Day Work Week'
- ⇒ National Wage Policy
- ⇒ "Equal pay for equal work"
- ⇒ The formula recommended in the 15th International Labour Conference to determine the minimum wages on the similar lines adopted by the 6th CPC

4.3 Allowances

To adopt/sanction/propose/enhance/consider

- ⇒ Central DA formulation
- ⇒ Three rates of HRA at 30%, 20% and 10% as in Central Government

- ⇒ Three rates of CCA at Rs.1000, Rs.750 and Rs.500
- ⇒ Transport allowance in place of CCA with 10% of Basic or Rs.1000
- ⇒ Rates of mileage to be revised whenever transport tariffs are revised
- ⇒ 10% of minimum of scale as charge allowance
- ⇒ Medical allowance of Rs. 250/500/1000 and extend to group A & B also
- ⇒ Uniform Allowance of Rs. 2500 / Rs. 500 as in GOI
- ⇒ Washing Allowance of Rs. 100 /500
- ⇒ Hill Allowance of Rs. 250 /500 /1000 /Central rates and extend the allowances to Chikkamagalur, Shimoga, DK, UK, Virajpet and parts of Shimoga
- ⇒ Risk allowance@ 4% /15% /20% /50% / Rs. 1000 /6000 / to all working in laboratories along with Insurance coverage of Rs. 5.00 lakh for group D, 7.00 lakh for group C and Rs.10.00 lakh for groups B and A
- ⇒ Conveyance allowance of Rs. 3500
- ⇒ Fixed Travelling Allowance of Rs. 800/1000/5000 or 10 days pay as transport allowance
- ⇒ DA on tour as per GOI rates
- ⇒ Vehicle allowance at 10% or Rs. 150 /200 /3500
- ⇒ Out of State Allowance at 50%
- ⇒ Special allowance: 30 days for cooks, group-D and Havalgars
- ⇒ Double the rates of all present allowances
- ⇒ Special pay (Small Family Norms) as per new scales
- ⇒ 15% / 25% of Basic as Non-Practising Allowance
- ⇒ Shoe allowance of 500
- ⇒ All allowances to be increased by 25% when DA crosses 50%
- ⇒ Special allowance depending on the index revision
- ⇒ Special allowance for lift operators / holiday duties
- ⇒ Rural allowance of 5% / Rs. 1000 /10000
- ⇒ Children education allowance of Rs. 1000 pm for 2 children
- ⇒ Project allowance
- ⇒ 15% - 30% deputation allowance
- ⇒ Overtime allowance
- ⇒ Spectacle allowance of Rs. 1000 /2000
- ⇒ Foreign service allowance at 10%

4.4 Loans and Advances

To adopt/sanction/propose/enhance/consider

- ⇒ HBA limit from 5.00 lakh 8.00 lakh

- ⇒ Motor Car Advance of 45 months pay or up to Rs. 8 lakhs and 80000 for two wheelers
- ⇒ Computer advance of Rs. 60000
- ⇒ Festival Advance @ 30% of average of scale / Rs. 10000
- ⇒ Bicycle Advance of Rs. 3500

4.5 Miscellaneous Benefits

To adopt/sanction/propose/enhance/consider

- ⇒ Leave encashment 10 / 15 /20 days every year
- ⇒ Cashless Health Insurance Scheme
- ⇒ LTC every 2 / 4 /5 years with liberalised rules
- ⇒ Interest rate on EGIS to be 2%
- ⇒ Reduce rate of interest on HBA, MCA and Computer advances to 4%

4.6 Pensioners

To adopt/sanction/propose/enhance/consider

- ⇒ Central pension rules
- ⇒ Minimum and maximum pension: Rs. 4000-10000/5000-20000 / 8000-28000/ 5000-50000
- ⇒ Pension in the ratio of 1:5 / 1:10
- ⇒ 50% of last emoluments as Pension
- ⇒ Remove the Ceiling on Basic pension
- ⇒ Interim relief of 50%
- ⇒ Notional fixation methods
- ⇒ Reduce qualifying service to 20 years /30 years from the existing 33 years
- ⇒ For government employees dying in harness, Family pension may be paid at enhanced rates for a period of 10 years
- ⇒ Commutation of 40% Pension and recovery in 12 years
- ⇒ Better VRS package
- ⇒ Leave encashment of 300 days at retirement
- ⇒ Considering Basic + DA for calculating DCRG
- ⇒ DCRG in respect of the full service rendered, new rules from 01.01.06
- ⇒ Medical allowance
- ⇒ Death Relief Fund of Rs. 300
- ⇒ Family Welfare Fund
- ⇒ Contributory Health Insurance scheme

4.7 Women Employees

To adopt/sanction/propose/enhance/consider

- ⇒ Maternity Leave from existing 135 days to 180 days
- ⇒ Establishment of Child care centres
- ⇒ Child Care Leave of 1 year / 2 years
- ⇒ Child Care Allowance of Rs. 500 for women employees

4.8 Physically Challenged / Differently Abled Employees

To adopt/sanction/propose/enhance/consider

- ⇒ PH allowance of a Minimum of Rs.650 and a Maximum of Rs.1000.
- ⇒ Rs.1000 Vehicle allowance for the visually and physically challenged employees
- ⇒ Transport allowance between Rs. 3000 and 8000
- ⇒ Full reimbursement of cost of equipment, aids and appliances purchased
- ⇒ Reduced interest rates on purchase of car/ 3 wheeler scooter and electric wheel chair
- ⇒ 3% reservation in recruitments
- ⇒ Flexible office timings

4.9 Anomalies

The main demand of various associations relates to revision of pay scales on par with Central pay scales. Other demands relate to allowances, pensionary benefits, loans and advances etc. Some of the Heads of Departments (HoDs) and cadre associations have represented to the Committee (Annexure-10) to remove pay anomalies existing in certain cadres in order to bring equity. Issues of anomalies in pay scales, up-gradation of posts and scales etc. require a thorough understanding and analysis of the job content, responsibility of the job, cadre & recruitment rules and horizontal and vertical relativities. The Committee is of the considered view that the demands pertaining to removal of pay anomalies need a detailed examination which calls for more time and services of full-time members than is presently available to the Committee. Besides, all the cadre associations need to be informed about the Committee's intention to examine pay anomalies if any, which is a time consuming, elaborate and complex process. After careful consideration the Committee decided not to interfere in the pay scales of any cadre. **The Committee recommends that it is desirable that all representations pertaining to removal of pay anomalies may be separately dealt with by the Government ■**

CHAPTER 5

STAFF STRENGTH OF THE STATE GOVERNMENT

5.1 Background

The following paras give a comprehensive picture of the strength of the staff and pensioners in the State Government coming under the purview of the Official Pay Committee 2011.

5.2 Posts coming under the Purview of the Committee

About 12.80 lakh (Table 5.2.1) employees and pensioners adopt government pay scales, allowances and pension. They are:

1. Staff in State Government (Departments)
2. Non-teaching staff of Universities
3. Local Bodies (City Corporations, City Municipal Councils, Town Municipal Councils, Town Panchayats and Notified Areas)
4. Aided educational institutions, and
5. Pensioners (including family pensioners).

Table 5.2.1 Employees and Pensioners adopting State Government Pay Scales, Allowances and Pensionary Benefits

Sl. No.	Departments	No.of sanctioned Posts (%)	Working strength (%)	Vacant (%)
I	Sanctioned posts in Karnataka State Government	6,96,242 (100.00)	5,40,819 (77.68)	1,55,423 (22.32)
II	Posts outside the purview of the Pay Committee (UGC/AICTE/Judicial/All India Services) + Local candidates (consolidated pay)	(-) 13,398 6,82,844		
III	1. Non-Teaching Staff of the Universities	(+13,555	6,248 (46.09)	7,307 (53.91)
	2. Staff of the Local Bodies	(+47,381	28,563 (60.28)	18,818 (39.72)
	3. Staff of the Aided Educational Institutions	(+98,394	69,329 (70.46)	29,065 (29.54)

Number of Government, Aided Institutions and Local Bodies employees coming under the purview of the present Committee	8,42,174
4. Pensioners, Family Pensioners, Pensioners of Local Bodies and Aided Educational Institutions	4,39,803
TOTAL	12,81,977

Source: Concerned departments and State Budget Documents, 2011-12 - Appendix-B

5.3 Staff Strength in Major Departments

5.3.1 There are 6,96,242 sanctioned posts covering about 2500 cadres in 84 departments. Roughly 2/3rd of the staff strength (64.91%) is contributed by three departments - Education, Health and Police (Table 5.3.1).

Table 5.3.1 Staff Position in some of the Major Departments of State Government, 2010-11

Sl. No.	Department	Total number of posts	Percentage to total
1.	Education *	2,80,813	40.33
2.	Health & Family Welfare)**	75,701	10.87
3.	Police	95,471	13.71
	Total	4,51,985	64.91
4.	Other departments	2,44,257	35.09
	All departments	6,96,242	100.00

* The number refers to the posts in the departments of Public Instruction, Mass Education, Collegiate Education, Vocational Education, Pre-University Education and Technical Education.

** The number of posts in the Health department refers to the posts in Medical and Public Health, Family Welfare and Medical Education.

Source: State Budget Documents, 2011-12 (Appendix-B), and various departments of Govt. of Karnataka.

5.4 Recruitments of Staff during 2005-11

5.4.1 Table 5.4.1 gives a comprehensive picture of the recruitments made in all the departments of the government during the last seven years i.e., between 2005 and 2011. It can be seen that

of the total recruitments (1,46,806) made, those made in Police, Education and Health departments constitute a substantial 42.22 per cent (61,977 posts). Remaining recruitments made in all other departments account for 57.78 per cent. Further it may be observed that the recruitments were highest in 2007 and lowest in 2011.

Table 5.4.1 Recruitment of Staff in all the Departments of the State Government, 2005-2011

Sl. No.	Division/Department	2005	2006	2007	2008	2009	2010	2011	Total	% to total
1.	Education	2,925	1,707	10,776	9,860	3,358	6,699	487	35,812	24.39
2.	Police	4,192	1,657	3,193	7,095	2,592	453	140	19,322	13.16
3.	Health & Family Welfare	379	1,177	735	1,662	722	1,998	170	6,843	4.67
4.	All other departments	11,350	8,168	21,603	15,180	12,344	13,075	3,109	84,829	57.78
TOTAL		18,846	12,709	36,307	33,797	19,016	22,225	3,906	1,46,806	100.00

Source: HRMS and KPSC, Government of Karnataka, 2011

5.5 Group-wise Distribution of sanctioned Posts and Pay Scales

5.5.1 The posts in the State Government are divided into four groups namely, A, B, C and D bringing certain pay scales under each group, including the pay scales of All India Services and certain other posts which do not fall under any of the groups (Table 5.5.1).

Table 5.5.1 Details of Groupwise Sanctioned Posts with Pay Scales

Sl. No.	Pay Scale	Group	Sanct- ioned Posts	%
1	4800-100-6000-125-6500-50-7100-175-7275	'D'	95942	
2	5200-100-6000-125-6500-150-7100-175-7800-200-8200			
3	5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500	Total	95942	13.78
4	5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500	'C'	526834	
5	6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000			
6	6800-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-13000			
7	7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350			
8	8000-200-8600-225-9500-250-10500-300-12300-350-14400-400-14800			
9	8825-225-9500-250-10500-300-12300-350-14400-400-16000			
10	9500-250-10500-300-12300-350-14400-400-16800-450-17250			
11	10000-250-10500-300-12300-350-14400-400-16800-450-18150	Total	526834	75.67
12	10800-300-12300-350-14400-400-16800-450-19500-525-20025			
13	11400-300-12300-350-14400-400-16800-450-19500-525-21600	'B'	44349	

14	12000-300-12300-350-14400-400-16800-450-19500-525-22650			
15	13000-350-14400-400-16800-450-19500-525-22650-600-23850	Total	44349	6.37
16	14050-350-14400-400-16800-450-19500-525-22650-600-25050	'A'	15719	
17	15200-400-16800-450-19500-525-22650-600-25650			
18	16400-400-16800-450-19500-525-22650-600-26250			
19	18150-450-19500-525-22650-600-26250-675-26925			
20	19050-450-19500-525-22650-600-26250-675-27600			
21	20025-525-22650-600-26250-675-28275			
22	22125-525-22650-600-26250-675-30300			
23	24450-600-26250-675-30300-750-31800			
24	26250-675-30300-750-34800-850-36500			
25	28275-675-30300-750-34800-850-39900	Total	15719	2.25
		Total	682844	98.07
	All India Services (Grouped under "A")		533	0.08
	Others (including local candidates on consolidated pay)		12865	1.85
	Grand Total		696242	100.00

Source: State Budget Documents, 2011-12 – Appendix B.

5.5.2 There is a Master Scale covering: 4800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-14400-400-16800-450-19500-525-22650-600-26250-675-30300-750-34800-850-39900

5.6 Staff in Local Bodies, 2011-12

5.6.1 There are 47,381 sanctioned posts in 219 local bodies spread across the state (Table 5.6.1).

Table 5.6.1 Details of Sanctioned Posts in Local Bodies, 2011-12

Sl. No.	Local Body	No. of Institutions	Sanctioned strength
	Corporations	08	
1	Bangalore Bruhat Mahanagara Palike		11,525
2	Davanagere Mahanagara Palike		570
3	Mysore Mahanagara Palike		1,710
4	Mangalore Mahanagara Palike		1,168
5	Hubli-Dharwad Mahanagara Palike		2,498
6	Belgaum Mahanagara Palike		1,725

Sl. No.	Local Body	No.of Institutions	Sanctioned strength
7	Gulbarga Mahanagara Palike		612
8	Bellary Mahanagara Palike		715
			20,523
Other Local Bodies			
9	City Municipal Councils (CMCs)	44	}
10	Town Municipal Councils (TMCs)	94	
11	Town Panchayats (TPs)	68	
12	Notified Areas	05	
	TOTAL	219	26,858
			47,381
			(100.00)

Source: Directorate of Municipal Administration, GoK, 2011

5.6.2 The 8 Corporations, including Bangalore Bruhat Mahanagara Palike (BBMP), account for nearly 43 per cent (20,523) of the sanctioned posts in local bodies. The remaining 57 per cent (26,858) exists in other urban local bodies.

5.6.3 It may be noted that the staff coming under the control of rural local bodies i.e., zilla parishads and taluk panchayats are not taken into account under the category of local bodies as they are from government and working on deputation and their number is included in the total number of state government employees.

5.7 Staff in Aided Educational Institutions

5.7.1 There are 98,394 sanctioned posts in 8,057 educational institutions receiving grant-in-aid from the State Government. These posts are distributed from lower primary schools to college education. The details of sanctioned teaching and non-teaching posts in the aided educational institutions for the year 2010-11 are furnished in Table 5.7.1.

Table 5.7.1 Details of Teaching and Non-Teaching Staff in the Aided Educational Institutions, 2010-11

Sl. No.	Division	No.of aided institutions	Teaching staff	Non-teaching staff	Total
1. Department of Public Instruction					
	(a) Lower and Higher Primary Schools	2,657	21,291	*	21,291
	(b) Minority Lower and Higher Primary Schools	167	1,336	*	1,336

Sl. No.	Division	No. of aided institutions	Teaching staff	Non-teaching staff	Total
	(c) Modernisation of Madarasas	119	72	*	72
	(d) Arabic Colleges	03	15	03	18
	(e) Arabic Schools	100	457	*	457
	(f) Hindi Vidyalayas	80	**	*	--
2.	(a) High Schools	3,367	32,450	6,734	39,184
	(b) Minority High Schools	220	2,324	**	2,324
3.	Pre-University Education	638	7,064	3,900	10,964
4.	Primary School Teachers Training Institutions (D.Ed)	40	251	185	436
5.	Secondary School Teachers Training Institutions (B.Ed)	44	407	503	910
6.	Technical Education				
	(a) Degree Colleges	11	377	1,947	2,324
	(b) Polytechnics	44	1,037	1,775	2,812
	(c) Fine Arts Colleges	23	114	53	167
7.	Collegiate Education	298	9,617	6,482	16,099
8.	(a) Sanskrit Schools	238	**	**	--
	(b) Sanskrit Colleges	08	**	**	--
TOTAL		8,057	76,812	21,582	98,394

Note: * - No non-teaching staff
 ** - Information not available

Source: 1. DISE 2010-11.
 2. Education Department, Govt. of Karnataka, Annual Report – 2009-10
 3. Information from concerned departments

5.8 Non-teaching Staff in the Universities

5.8.1 During 2005-06 there were 15 universities and at present there are 24 Universities including three agricultural/horticultural/veterinary universities. Total number of sanctioned posts of non-teaching staff in these 24 universities is 13,555 which is about 70 per cent of the total teaching and non-teaching staff. Only the non-teaching staff (13,555) come under the purview of the present Pay Committee (Table 5.8.1).

Table 5.8.1 Details of Non-Teaching staff in the Universities, 2010-11

Sl. No.	University	Sanctioned Non-teaching Posts
1	Bangalore University, Bangalore	1,537
2	University of Agricultural Sciences, Bangalore	2,049
3	University of Agricultural Sciences, Dharwad	1,592
4	Karnatak University, Dharwad	1,486
5	University of Mysore, Mysore	389
6	Mangalore University	512
7	Gulbarga University	795
8	Kannada University, Hampi	164
9	Karnataka Veterinary, Animal and Fisheries Sciences University, Bidar	1,469
10	Visveswaraya Technological University, Belgaum	325
11	Rajiv Gandhi University of Health Sciences, Bangalore	
12	Karnataka State Women University, Bijapur	152
13	Kuvempu University, Shimoga	787
14	Karnataka State Open University, Mysore	545
15	Tumkur University, Tumkur	210
16	Law University, Hubli	**
17	Davanagere University, Davanagere	81
18	The Karnataka Dr Gangu Bai Hanagal Sangeetha Mathu Pradarshaka Kalegala University, Mysore	**
19	University of Horticultural Sciences, Bagalkot	538
20	University of Agricultural Sciences, Raichur	778
21	Karnataka Vedic & Sanskrit University, Bangalore	**
22	Rani Chennamma University, Belgaum	16
23	Sri Krishnadevaraya University, Bellary	130
24.	Karnataka Janapada University, Haveri	**
Total		13,555

Source: Education Department, GoK and Universities, 2011.

** Information not available

5.9 Pensioners

5.9 There are 4,39,803 pensioners and family pensioners as on 30.6.2011 covered by the State Government. They include pensioners of Local Bodies, Universities and Aided Educational Institutions (Table 5.9). The number of pensioners has increased from 3,79,336 in December 2006 to 4,39,803 in June 2011.

Table 5.9 Details of Pensioners, 2011

Sl. No.	Category	Number	Percentage
1.	Pensioners	2,74,413	62.39
2.	Family Pensioners	1,38,523	31.50
3.	Pensioners in Local Bodies	16,048	3.65
4.	Pensioners of Universities and other aided institutions	10,819	2.46
	Total	4,39,803	100.00

Source: State Treasury Department (as on 30.6.2011)

5.9.1 The State Government enhanced the retirement age from 58 to 60 years w.e.f July 2008 as a result of which there have been almost nil retirements between July 2008 and July 2010 ■

CHAPTER 6

IMPACT OF PAY REVISION ON STATE'S FISCAL POSITION

6.1 While making recommendations on pay-revision, the Official Pay Committee has to keep in view the limited resources and State's commitments for development programmes, statutory and regularity functions and debt service obligations within the over-all mandate given by the Karnataka Fiscal Responsibility Act, 2002. Accordingly, as desired by the Committee, a detailed note has been prepared by the Principal Secretary (Budget & Resources), Finance Department on the Impact of Pay Revision on the Fiscal Position of State. Important issues covered in that note are presented in this Chapter.

6.2 **Fiscal Position during 2004-05 to 2011-12.**

The previous pay revision was made effective from 1.7.2005, while monetary benefits were given with effect from 1.4.2006. In the period from 2004-05 to 2011-12, the main economic and fiscal developments were as follows.

6.2.1 The Gross State Domestic Product increased from Rs.1,66,326 crore in 2004-05 to Rs.4,34,270 crore in 2011-12 at a Compounded Annual Growth Rate (CAGR) of 14.7% in nominal terms. This, by and large reflected the growth rate of GSDP of the national economy at 15.7%. The budget size (excluding ways and means advance, overdraft and debt swap) has increased from Rs.31,452 crore in 2004-05 to Rs.83,969 crore in 2011-12 at a CAGR of 15.1%. During this period State's Own Tax Revenue (SOTR) increased from Rs.16,072 crore to Rs.43,817 crore, at a CAGR of 15.4%. Relative to GSDP, Karnataka's Tax Effort currently at over 10% of GSDP is the highest among all states in the country. Karnataka has been maintaining one of the highest per capita plan expenditure among the states. State's Budgetary Support to the State Plan increased from Rs.9406 crore to Rs.31,798 crore during 2004-05 to 2011-12, at a CAGR of 19%, which has been higher than the growth of GSDP and of the budget size. Development expenditure increased from Rs.21,080 crore to Rs.61,878 crore during this period, at a CAGR of 17.4%. The share of Development expenditure in State Budget increased from 64.2% to 73.7%. State Government has been able to contain the growth rate of Non Development Expenditure, which has been 10.1% only during this period. As a result, the share of Non Development Expenditure in State Budget and also as relative to the GSDP came down significantly during this period.

6.2.2 Total Salary and Pension Expenditure

During the corresponding period total salary expenditure increased at a CAGR of 15.6%, which is marginally higher than the growth rate of GSDP and Budget. As a percent of Revenue Expenditure, Net of Interest and Pension, the total Salary Expenditure was 34%, which is marginally lower than the figure of 35% prescribed by the 13th Finance Commission. Pension Expenditure increased at CAGR of 14.3% during this period. The growth rate was marginally lower than that of GSDP and State Budget.

6.2.3 Total Liabilities

While in absolute terms the total liabilities of the government increased from Rs.54,002 crore to Rs.1,04,445 crore during this period at a CAGR of 9.9%, it came down as a per cent of GSDP from 32.5% in 2004-05 to 24.1% in 2011-12, which is within the limit of 25% prescribed by the 13th Finance Commission. This has been possible because of the increasing reliance on revenue surplus than borrowings.

6.2.4 Fiscal Balance

State Government has been mandated under the Karnataka Fiscal Responsibility Act to maintain Revenue Surplus and to keep Fiscal Deficit within 3% of GSDP. Government has successfully maintained Revenue Surplus every year in the past 7 years, though it has come down from the peak of 1.8% of GSDP in 2006-07 to about 0.3% in 2011-12. Fiscal Deficit has also been kept within the stipulated limit of 3% except in 2009-10 when it was allowed to be 3.2% of GSDP on account of additional expenditure for economic stimulation prompted by the Government of India.

6.3 Fiscal Consolidation

It has been possible for the State Government to achieve considerable fiscal consolidation during the years 2004-05 to 2011-12. The State's high Tax Effort of over 10% of GSDP compared to the average Tax Effort of all other states at 7.5% (FY 2010-11 BE) along with control on Non-Plan expenditure including saving on interest-payments of about Rs.1,646 crore per annum has laid the foundation of this consolidation. Government of India facilitated swapping of high-cost debt with lower interest market borrowings, and also gave debt-waiver of Rs.1433 crore as incentives for the fiscal improvements. All these have resulted into overall savings of Rs.4363 crore during this period.

6.4 The State Government has been making pay revision at an interval of 5 to 7 years compared to the 10 year cycle followed by the Government of India. As a result, though the frequency

has been more, this distinct pay revision cycle has facilitated in moderating the impact of pay revision on the fiscal conditions of the State, allowing the State Government to maintain focus on State Budgetary Support for the Plan and related development commitments.

6.5 **Employees Strength**

During the period of 2004-05 to 2011-12, the sanctioned strength of government employees has increased by 12.5% from 6.19 lakh to 6.96 lakh, which is in sharp contrast to an increase of only 5% allowed between the years 1997-98 to 2004-05. In fact, the fiscal consolidation of the last 7 years has been helped to a great extent because of the control on salary expenditure in the preceding 7 years. Those gains are now under severe stress because of the recent expansion in employee strength.

6.6 While the total increase in the sanctioned strength has been substantive, all departments have not been helped uniformly. The Departments of Education, Police, Judiciary and Revenue together account for more than 82% of the increase in the sanctioned posts. The share of other departments has decreased from 35% in 1997-98 to 27% in 2004-05 and further to 23% in 2011-12. Though there has been a decrease of 9,284 posts in Health Department, it is explained by the increasing outsourcing of services. Many other departments are also opting for outsourced services for maintenance, security and other support staff. Expenditure on such outsourcing does not get reflected in the salary expenditure.

6.7 Pay and allowances of teachers working in institutions under UGC/AICTE/ICAR have been increased by the Central Government with effect from 1.1.2006. The State Government has to bear the full impact of this from 1.4.2011. Similarly, there has been a substantive increase in the salary and allowances of Judicial Officers under the Second National Judicial Pay Commission with effect from 1.4.2006.

6.8 Many new government institutions like Pre University and degree colleges, engineering colleges, medical colleges, agriculture and veterinary colleges have been started in the last few years, the full impact of which will be coming in the coming years. Besides, several private educational institutions have been taken to grant-in-aid.

6.9 It may thus be seen that even without a general pay-revision, there is going to be a very significant increase in salary expenditure. Therefore, while the State Government does have to consider pay-revision, it needs to be ensured that no further expansion is allowed in the normal course. New recruitment should be restricted within the numbers of

retirement. Inter-departmental needs should be analysed while permitting fresh recruitment, while those posts which are vacant for more than 3 years can be abolished. More emphasis should be given to outsourcing, wherever feasible, and information technology should be adopted to improve efficiency without adding to salary expenditure.

6.10 **Current Fiscal Challenges**

Tax Effort Plateau: Having already achieved the highest tax to GSDP ratio, any further increase in the Tax Effort is very difficult. Until the economy as a whole grows at an accelerated rate (which appears to be unlikely at present due to signs of economic slowdown), tax collections will not see any significant jump. While tax to GSDP ratio has been consistently high, the ratio of non-tax revenue to total receipt has been continuously declining over the years due to various reasons.

6.11 **Committed Expenditure**

As much as 93% of the uncommitted revenue receipts in 2011-12 have been committed to specific items of expenditures such as salaries, pensions, interests, subsidies, grant-in-aid, devolution to PRIs and ULBs and State share of the Centrally Sponsored Schemes and Centrally Planned Schemes. Thus, only about 7% of the uncommitted revenue receipt is available for existing capital expenditure commitments and any new initiatives; the limited size of this uncommitted expenditure was Rs.4,011 crore only during the year 2011-12. With increase in committed expenditure the gains of fiscal consolidation is under stress and will be stressed further with pay revision.

6.12 **Development Commitments**

In recent years, the State Government has taken up certain development commitments that required additional funding beyond the current level of plan resources.

6.12.1 Increasing Devolution to PRIs and ULBs: In accordance with the recommendations of the Third State Finance Commission, the State Government has decided to increase PRI grants from 30% to 32% and ULB grant from 8% to 10% of Non Loan Net Own Revenue Receipt (NLNORR) from the financial year 2011-12 for a four year period. In absolute term, the additional requirement of funds will be about Rs.3100 crore for the year 2012-13.

6.12.2 Supporting Sustainability of Power Sector: State has been provided subsidy for free supply of power to IP sets up to 10 HP. As per KERC's order, Rs.2700 crore of arrears of subsidy for the years 2007-10 need to be paid in three years from 2011. This is an additional commitment over the regular rural electrification subsidy of about Rs.4000

crore being provided annual to the ESCOMs. Besides, additional funding will be required for the schemes of regularising unauthorised IP sets, Niranthar Jyothi and meeting expenses of Gram Panchayat dues.

6.12.3 **Improving Road Network** through KSHIP and other programmes will require around Rs.2000 crore.

6.12.4 **Expanding Irrigation capacity:** In view of the Krishna Tribunal Award, UKP stage-III works have been initiated so as to maximise utilisation of the water potential, for which an amount of Rs.1800 crore per annum will be required. Besides, the ongoing Upper Bhadra Project will require around Rs.1650 crore every year.

6.12.5 **Education sector:** Apart from the additional requirement for the existing scheme of Sarva Shiksha Abhiyan (SSA) and the newly started Rastriya Madhyamik Shiksha Abhiyan (RMSA) a very huge additional funding will be required to meet the commitments under the Right to Education Act (RTE), set to be implemented from 2012-13 onwards.

6.12.6 **Health schemes:** In spite of maintaining one of the highest per capita plan expenditure, Karnataka continues to be behind neighbouring States in terms of human development indicators. In particular there is a need of additional investment in health sector. Along with the expansion of the existing Vajpayee Arogya scheme to the entire state, the additional funding required for health scheme will be Rs.1200 crore a year.

6.12.7 **Social Welfare:** Allocation under Special Component Plan and Tribal Sub Plan including Pooled Funds need to be increased significantly so that more resource would be spent on projects directly benefiting SC and ST communities. The requirement of additional funding in this regard is about Rs.2000 crore per annum.

6.12.8 **Beneficiary Oriented Schemes:** Due to a rapid expansion in coverage of beneficiaries for schemes such as Bhagyalakshmi, Social Security Pension, Interest Subsidy for Crop Loan, Milk Subsidy etc. an additional amount of Rs.800 crore per annum will need to be provided.

6.13 **Resources for the 12th Five Year Plan**

While communicating resources for financing the 12th FYP to the Planning Commission, a certain quantum of pay revision has been assumed, along with other projections of revenue and expenditure.

6.14 Rationale for Revision of Pay and Allowances

The salaries are sought to be protected against inflation through sanction of the additional Dearness Allowance (DA) on the Basic Pay every six months. Still there is a rationale for revision of pay periodically. The general economic development leads to more resources accruing to the government for its sovereign functions and development mandate towards the tax payers. The government employees as facilitators of the economic development should be provided a part of the incremental resources arising from the economic development. During the period, the GSDP grew by around 78% in real terms. Considering that the government's average budget size was 18.5% of the GSDP, there is a rationale to revise the salary by around 14.6%, i.e., 18.5% of the GSDP growth of 78% during the period.

6.15 Likely Implication of Pay Revision

If base level of inflation index (AICPI) for DA is changed to the level as on 1.1.2012, the likely merger will be of 76.75% of DA to the Basic Pay. With a further increase of 15% in the Basic Pay as also in Basic Pension, it is estimated that the additional financial implication during 2012-13 will be Rs.3,650 crore.

6.16 Adverse Impact on Revenue Balance

The impact of already announced 15% Interim Relief on basic pay and pension on the revenue balance under KFR Act 2002, will be significant.

6.17 Impact on SBS

In order not to violate the KFRA mandate of maintaining revenue surplus, revenue expenditure will need to be compressed for the next 3 to 5 years. As there is little flexibility in controlling Non-Plan Revenue Expenditure, most of the burden of control will fall on Plan State Budgetary support which will come down.

6.18 Impact on Salary Bill

The 13th Finance Commission has stipulated that salary expenditure should be limited to 35% of Revenue Expenditure (net of interest payment and pension). This conditionality will be even more difficult to meet with pay revision.

6.19 It is evident from the analysis above that in order to meet the stipulated fiscal parameters, increase in salary and pension will need a corresponding decrease in Plan Expenditure ■

CHAPTER 7 PAY STRUCTURE

7.1 Government of Karnataka has been evolving its own pay structure for employees, based on the recommendations of the State Pay Commissions and Committees in the past. The general recommendation has been to continue with this basic system, while effecting improvements from time to time. In particular, adoption of Central Pay Scales has not been favoured because of fundamental differences in the conditions of service, designations, eligibility criteria, mode of recruitment, duties and jurisdictions.

7.2 The popular impression that more and more states have adopted the 'Central Scales' does not appear to be true on closer scrutiny of the pay scales and allowances. Most of the states which appear to have adopted the Government of India pay structure have not given parity in case of a large number of posts. For example, the categories like Second Division Assistant, Primary School Teachers, Secondary School Teachers, Assistant Engineers have not been given the same pay and grade pay as in the case of Government of India. While Group-D posts have been abolished in Government of India, States have retained these posts.

7.3 In the matter of allowances also, there are variations. While some states like Maharashtra and Punjab have given HRA/Transport Allowance at the Central rates, Gujarat has adopted a different rate of Transport Allowance. As per the HRA slabs in Tamil Nadu, for example, employees of Group-D and Group-A are eligible for Rs. 560 p.m and Rs. 2,600 p.m. respectively only in Chennai whereas it is 25% of Basic in Bangalore. Kerala has also adopted a different HRA pattern.

7.4 Another important factor to be noted is the index level which a particular State or Central Government takes as base for revising scales and merger of DA. The States of Andhra Pradesh and Kerala which have been revising pay scales of employees once in five years have adopted their own pay structure at different index levels. State and Central Governments have got different frequencies of pay-revision. The Government of India, for example, has appointed five Pay Commissions in the last five decades, whereas the Government of Karnataka during the same period has appointed five Pay Commissions and four Pay Committees. Thus the apparent difference in pay scales at any given point of time needs to be seen in the perspective of differing frequencies of pay-revision.

7.5 Economic conditions of a State, the need of resources for development of infrastructure and building human capital, and finally, the fiscal capacity have to guide decision-making on the matters of pay-revision. The previous Pay Commissions and Committees have also gone into this fundamental issue of 'the capacity to pay'. The Terms of Reference of the present Official Pay Committee also clearly prescribe that the recommendations should be made keeping in view the resources of the State Government and Government commitments for various development programmes and other statutory and regulatory functions within the overall mandate of the Karnataka Fiscal Responsibility Act, 2002.

7.6 The current structure of pay scales and allowances are based on the recommendations of the Fifth State Pay Commission with effect from 1.7.2005. The pay scales had then been revised linking with the cost of living index as represented by the average of 524 points in the AIACPI numbers for industrial workers (General Base 1982=100). There are at present 25 scales of pay with a Master Scale.

7.7 After taking into account the relevant facts and financial implications, the Committee recommends as follows.

- 1. The Government of Karnataka shall continue to retain its own pay structure for its employees.**
- 2. The concept of Master Scale with 91 stages are to be retained.**
- 3. To retain the existing 25 standard scale segments from the Master Scale.**
- 4. To retain the existing 16 increment stages. The existing increment rates increased from Rs.100 - 850 to Rs. 200 - 1700 respectively.**
- 5. The existing vertical and horizontal relativities among the existing pay scales have been retained.**
- 6. To give 22.5% of basic pay as Fitment Benefit while fixing the pay in the revised scales of pay. The Fitment Benefit includes 15% of Interim Relief sanctioned w.e.f. 1.11.2011.**
- 7. To merge the DA as on 01.01.2012 at the index level of 191.5 points in the new pay structure recommended by it.**
- 8. The existing minimum pay of Rs.4800/- is increased to Rs. 9600/- and the maximum pay of Rs. 39,900/- is revised to Rs. 79800/-. The revised pay would include 76.75% DA as of 01.01.2012 at the index level of 191.5 points (Base: 2001=100).**

9. The recommended Master Scale and 25 Pay Scales corresponding to the existing Master Scale and pay scales are as follows:

Existing		Recommended	
1. Master Scale		1. Master Scale	
4800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-14400-400-16800-450-19500-525-22650-600-26250-675-30300-750-34800-850-39900		9600-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000-500-21000-600-24600-700-28800-800-33600-900-39000-1050-45300-1200-52500-1350-60600-1500-69600-1700-79800	
Minimum-4800; Maximum-39900 Number of Pay Stages-91		Minimum-9600; Maximum-79800 Number of Pay Stages-91	
2. Annual Increment Rate		2. Annual Increment Rate	
100,125,150,175,200,225,250,300,350,400,450,525,600,675,750,850		200,250,300,350,400,450,500,600,700,800,900,1050,1200,1350,1500,1700	
3. Pay stages of Increment rates		3. Pay stages of Increment rates	
4800,6000,6500,7100,7800,8600,9500,10500,12300,14400,16800,19500,22650,26250,30300,34800, 39900		9600,12000,13000,14200,15600,17200,19000,21000,24600,28800,33600,39000,45300,52500,60600,69600,79800	
4. Minimum and Maximum	1:8.31	4. Minimum and Maximum	1:8.31

Existing and Recommended Pay Scales

Sl. No	Existing Pay Scales	Span	Sl. No.	Recommended Pay Scales	Span
1	4800-100-6000-125-6500-150-7100-175-7275	21	1	9600-200-12000-250-13000-300-14200-350-14550	21
2	5200-100-6000-125-6500-150-7100-175-7800-200-8200	22	2	10400-200-12000-250-13000-300-14200-350-15600-400-16400	22
3	5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500	25	3	11000-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000	25
4	5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500	26	4	11600-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000-500-21000	26
5	6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000	27	5	12500-250-13000-300-14200-350-15600-400-17200-450-19000-500-21000-600-24000	27
6	6800-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-13000	26	6	13600-300-14200-350-15600-400-17200-450-19000-500-21000-600-24600-700-26000	26

Sl. No	Existing Pay Scales	Span	Sl. No.	Recommended Pay Scales	Span
7	7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350	24	7	14550-350-15600-400-17200-450-19000-500-21000-600-24600-700-26700	24
8	8000-200-8600-225-9500-250-10500-300-12300-350-14400-400-14800	24	8	16000-400-17200-450-19000-500-21000-600-24600-700-28800-800-29600	24
9	8825-225-9500-250-10500-300-12300-350-14400-400-16000	23	9	17650-450-19000-500-21000-600-24600-700-28800-800-32000	23
10	9500-250-10500-300-12300-350-14400-400-16800-450-17250	23	10	19000-500-21000-600-24600-700-28800-800-33600-900-34500	23
11	10000-250-10500-300-12300-350-14400-400-16800-450-18150	23	11	20000-500-21000-600-24600-700-28800-800-33600-900-36300	23
12	10800-300-12300-350-14400-400-16800-450-19500-525-20025	24	12	21600-600-24600-700-28800-800-33600-900-39000-1050-40050	24
13	11400-300-12300-350-14400-400-16800-450-19500-525-21600	25	13	22800-600-24600-700-28800-800-33600-900-39000-1050-43200	25
14	12000-300-12300-350-14400-400-16800-450-19500-525-22650	25	14	24000-600-24600-700-28800-800-33600-900-39000-1050-45300	25
15	13000-350-14400-400-16800-450-19500-525-22650-600-23850	24	15	26000-700-28800-800-33600-900-39000-1050-45300-1200-47700	24
16	14050-350-14400-400-16800-450-19500-525-22650-600-25050	23	16	28100-700-28800-800-33600-900-39000-1050-45300-1200-50100	23
17	15200-400-16800-450-19500-525-22650-600-25650	21	17	30400-800-33600-900-39000-1050-45300-1200-51300	21
18	16400-400-16800-450-19500-525-22650-600-26250	19	18	32800-800-33600-900-39000-1050-45300-1200-52500	19
19	18150-450-19500-525-22650-600-26250-675-26925	16	19	36300-900-39000-1050-45300-1200-52500-1350-53850	16
20	19050-450-19500-525-22650-600-26250-675-27600	15	20	38100-900-39000-1050-45300-1200-52500-1350-55200	15
21	20025-525-22650-600-26250-675-28275	14	21	40050-1050-45300-1200-52500-1350-56550	14
22	22125-525-22650-600-26250-675-30300	13	22	44250-1050-45300-1200-52500-1350-60600	13
23	24450-600-26250-675-30300-750-31800	11	23	48900-1200-52500-1350-60600-1500-63600	11
24	26250-675-30300-750-34800-850-36500	14	24	52500-1350-60600-1500-69600-1700-73000	14
25	28275-675-30300-750-34800-850-39900	15	25	56550-1350-60600-1500-69600-1700-79800	15

7.8 Pay Fixation Formula

The Committee recommends that the revised pay scales of the Government employees be effective from 1-4-2012 and the pay in the revised scale shall be fixed as follows:

- (a) Basic Pay as on 1-4-2012.
- (b) Dearness Allowance of 76.75% at the index level of 191.5 points i.e., DA as on 01.01.2012.
- (c) Fitment benefit of 22.5% of Basic Pay as on 1-4-2012 inclusive of 15% IR.
- (d) After computing the total emoluments as above, the pay be fixed in the revised scale at the stage next above the amount so computed.

7.9 The pay in the revised pay scale may be fixed from 1-4-2012.

7.10 The payment of Interim Relief shall be discontinued from 1-4-2012.

7.11 Dearness Allowance

The terms of reference of the Committee require the Committee:

(i) "To examine and determine the Dearness Allowance formula with reference to existing Central Dearness Allowance formula adopted by the State Government and to suggest changes which may be feasible".

(ii) The Fifth State Pay Commission, after examining the pattern of payment of DA by all the other States, has recommended to follow the pattern of Dearness Allowance formulated by the Central Government.

(iii) The Central Government, on the recommendation of the Sixth Central Pay Commission, adopted new series of All India Consumer Price Index for Industrial Workers using the 2001 as the base year with Consumer Price Index at 100 points. Consequently, the State Government, having adopted the Dearness Allowance pattern of Central Government, revised the ratio of 1:0.875 to 1:1.02 for calculation of the Dearness Allowance with effect from 1.7.2008, by an Order dated 12th November 2008.

(iv) The Committee has noted that all the State Governments have been following Central Dearness Allowance formula and pattern. Accordingly, the Committee recommends for continuance of Central Dearness Allowance pattern. The Central Government revised pay structure relates to Index Level of 115.76 points as per AIACPI (IW) 2001 series. The revised pay structure recommended by the Committee relates to Index Level of 191.5 points in AIACPI (IW) 2001 series by merger of DA sanctioned w.e.f. 01.01.2012 at this index level and accordingly **the Committee recommends to sanction the Dearness Allowance to State Government employees at the rate of 0.604% for every 1% of DA sanctioned by the Government of India to its employees w.e.f. 01.07.2012** ■

CHAPTER 8 ALLOWANCES, SPECIAL ALLOWANCE AND OTHER BENEFITS

PART 1 ALLOWANCES

8.1.1 Allowances are given to compensate for the additional time, effort or money spent by Government employees in discharging their assigned duties. On account of increased costs and in order to remove some anomalies as also to build in more incentives, the Committee recommends the following changes.

8.1.2 **Charge Allowance:** The existing rate is 5% of the minimum of the Basic pay of the post held as additional charge, with a ceiling of Rs.1000 a month. **It is recommended to increase this to 7.5% without any ceiling.**

8.1.3 **Out of State Allowance:** The rate of Out of State Allowance to the Government servants working in the Office of Resident Commissioner and in Karnataka Bhavan, New Delhi has been revised from 20% to 25% recently in the G.O.No. DPAR 26 HMB 2010 dated: 30.09.2011. **This may be continued in the revised Pay scale. In respect of Government servants working in State Government Choultries of Varanasi, Thirumala and Srisailam and other offices located outside the state, having regard to the general increase in prices, the committee recommends that the rate of Out of State Allowance may be increased from the existing 6% to 10% in the revised scale.**

8.1.4 **Hill Station Allowance:** Most of the places covered under Hill Station Allowance have vastly developed in terms of infrastructure and other facilities. Therefore the Committee feels that Hill Station Allowance may be removed over a period of time. However, for the present, **the Committee recommends that the rates of Hill Station Allowance may be revised as follows:**

Category of Government employees	Existing Rates	Recommended Rates
(i) Group D	Rs.150	Rs.200
(ii) Group A,B & C	Rs.250	Rs.300

8.1.5 **Conveyance Allowance:** The existing rates of Conveyance Allowance are as follows:

Government Servants belonging to various Groups who are required to maintain and use their own Conveyance for official journeys	Vehicles maintained and used (per month)	Existing Rate of allowance
Group A	Motor Cycle / Scooter	Rs.400
Group B	Motor Cycle / Scooter	Rs.400
	or	
	Luna / Moped	Rs.200
Group C	Luna / Moped	Rs.200
	Or	
	Bicycle	Rs.100
Group D	Bicycle	Rs.100

8.1.6 The Committee has noted the steep hike in the price of fuel since the last revision of the rate of Conveyance Allowance. **The Committee recommends that the rate of Conveyance Allowance may be revised as under:**

Government Servants belonging to various Groups who are required to maintain and use their own Conveyance for official journeys	Vehicles (Motorcar/Motor cycle/ Scooter/Moped) to be maintained and used and Recommended rate of Allowance per month
Group A	Rs.600
Group B	Rs.600
Group C	Rs.400
Group D	Rs.200

In order to promote use of bicycles **the Committee recommends that Rs.200 a month will be paid to those employees who use bicycle for official journeys.**

8.1.7 **Fixed Travelling Allowance :** At present, Fixed Travelling Allowance is being given in some categories given below. Considering the increase in price of petrol and diesel, **the Committee recommends that the rates of Fixed Travelling Allowance may be revised as follows:**

Departments	Existing rates per month	Recommended Rates
Revenue Department		
(i) Tahsildar in charge of Talukas (who have not been provided with a Government vehicle)	Rs.700	Rs.750

Departments	Existing rates per month	Recommended Rates
(ii) Revenue Inspector	Rs.280	Rs.450
(iii) Village Accountant	Rs.200	Rs.300
Survey Settlement and Land Records		
(i) Assistant Director	Rs.500	Rs.750
(ii) Supervisors	Rs.340	Rs.460
(iii) First / Second Division Surveyors	Rs.280	Rs.420
(iv) Bandh Peons	Rs.200	Rs.300
Women and Child Development Department		
(i) Supervisors	Rs.400	Rs.500
(ii) Grama Sevikas	Rs.150	*
Health and Family Welfare Department		
(i) Junior Health Assistant (Male / Female)	Rs.200	Rs.300
(ii) Para Medical Workers (Leprosy) **		
Department of Animal Husbandry		
(i) Senior Veterinary Inspector	Rs.300	Rs.400
(ii) Veterinary Inspector	Rs.150	Rs.225
Agriculture Department		
(i) Agricultural Assistant	Rs.150	Rs.225
(ii) Assistant Agricultural Officer.	Rs.400	Rs.500
Education Department		
(i) Block Educational Officer (who have not been provided with a Government Vehicle)	Rs.500	Rs.750
(ii) Assistant Educational Officer (who have not been provided with a Government Vehicle)	Rs.400	*
(iii) Graduate Inspector of Schools	Rs.200	*
Subordinate Judiciary		
Bailiffs and Process Servers	Rs.200	Rs.300

* Cadre abolished

** Cadre merged with cadre of Jr. Health Assistant vide G.O.No. ಆಕುಕ 324 ಸಿಜಿಇ 2000 ದಿನಾಂಕ: 15.04.2002.

8.1.8 **Uniform Allowance:** The Committee has examined the existing rate of Uniform Allowance and the amount and periodicity of the grant for purchase of Uniform. Having regard to the rise in price of the various items constituting uniform, **the Committee recommends that the rate of Uniform Allowance (including the grant for purchase and maintenance of Uniform) may be revised as under:**

Sl. No.	Department and Category of post	Existing Rates	Recommended Rates
1. Police Department			
1.	Superintendent of Police (Non IPS)	Initial grant Rs.2500	Initial grant Rs.4000
2.	Deputy Superintendent of police	Renewal grant Rs.2000 once in 5 years	Renewal grant Rs.750 per annum
3.	Police Inspector	Maintenance grant Rs.50 per month	Maintenance grant Rs.100 per month
4.	Sub-Inspector of Police	(i)3 pairs of Uniform given every year	No Change
5.	Police Constable to Assistant Sub-Inspector	(ii)Maintenance grant Rs.100 per month	
2. Prisons Department			
1)	Superintendent of Central Prison	(i) Initial grant Rs.2500 (ii) Renewal grant Rs.2000 once in five years	(i) Initial grant Rs.4000
2)	Assistant Superintendents		(ii) Renewal grant Rs.750 per annum
3)	Chief Jailer/ Jailers		
1)	Superintendent of Central Prison	Uniform Maintenance Allowance Rs.200 per annum Rs.150 per annum	Rs.100 per month
2)	Superintendent of District Prison		
3)	Assistant Superintendents		
4)	Chief Jailer/ Jailers		
	Chief Warder / Head Warder / Warder	(i) 2 Sets of Uniforms given every year (ii) Washing Allowance Rs.50 per month	(i) Existing system may be continued (ii) Uniform Maintenance Allowance Rs.100 per month
3. Transport Department			
1)	Senior Inspector of Motor Vehicles	(i) Rs.2000 once in 5 years	(i)Rs.3000 once in 5 years
2)	Inspector of Motor Vehicles	(ii) Maintenance grant Rs.50 per month	(ii) Maintenance grant Rs.100 per month
3)	Prosecuting Inspectors *		
4. Excise Department			
1)	Deputy Superintendent of Excise	Rs.2000 once in 5 years	Rs.3000 once in 5 years
2)	Inspector of Excise	Rs.500 per annum	Rs.1000 per annum
3)	Sub-Inspector of Excise		

Sl. No.	Department and Category of post	Existing Rates	Recommended Rates
	4) Excise Head Guards/Guards	(i) 3 metre Khaki Uniform being given (ii) Washing allowance Rs. 20 per month	(i) Same system may be continued (ii) Maintenance Allowance Rs.100 per month
5.	Fire Force Department		
	1) Officers of and above the rank of Fire Station Officers (sub officer)	Rs.1250 per annum Maintenance grant of Rs.50 per month	Rs.1500 per annum Maintenance grant Rs.100 per month.
	2) Officers below the rank of Fire Station Officers (Sub Officers)	3 Sets of Uniforms being given once in a year. Maintenance grant Rs.50 per month	Existing System may be continued Maintenance grant Rs.100 per month
6.	Health and Family Welfare Dept.		
	1) Nursing Superintendent Grade-I	Rs.300 per month	} Rs.400 per month
	2) Nursing Superintendent Grade-II	Rs.240 per month	
	3) Sisters/Tutors	Rs.240 per month	
	4) Senior Nurse/Nurse	Rs.180 per month	
	5) Midwives/Junior Health Assistants(Female)	Rs.120 per month	Rs.250 per month
7	Forest Department		
	1) Dy. Range Forest Officer (Forester)	} (i) Rs.1350 per annum (ii) Uniform Maintenance Allowance Rs.30 per month.	(i) Rs.1500 per annum (ii) Uniform Maintenance Allowance Rs.100 per month
	2) Forest Guard		
	3) Range Forest Officer	Rs.500 per annum	Rs.1250 per annum
8	Legal Metrology Department		
	1) Inspectors of Weights & Measures	Rs.500 per annum	Rs.750 per annum
9	State Protocol and Guest Houses, DPAR (Protocol)		
	1) Deputy Secretary/ Under Secretary (protocol)	Rs.8000 once in 2 yrs.	Existing rates may be continued
	2) Sr. Assistant, Assistant/ Junior Assistant	Rs.5000 once in 2 yrs.	
	3) Group 'D' Employees(Airport)	Rs.1500 P.A.	
	4) Special Officer K.K.Guest House	Rs.8000 once in 2 yrs.	

Sl. No.	Department and Category of post	Existing Rates	Recommended Rates
10	DPAR (Executive) 1) Deputy Secretary, Under Secretary, Section Officer 2) Senior Supervisor/Health Inspector/Junior Supervisors	Rs.8000 once in 2 yrs Rs. 5000 once in 2 yrs	Existing rates may be continued
11	Government Guest House, Ooty Warm Uniform allowance	Rs.1500 once in 3 yrs.	Rs.750 per annum
12	(A) Drivers/Senior Drivers working in the personal establishments of Governor/ Chief Minister / Minister / Minister of State / Speaker, Legislative Assembly / Chairman, Legislative Council / Chief Secretary / Additional Chief Secretary / all Principal Secretaries / Secretaries to Government and Heads of Departments. (B) Drivers / Senior Drivers attached to VVIPs and VIPs in the State Hospitality Organization. (C) Drivers/Senior Drivers working in Courts with Judges. (D) All other Drivers	Rs.250 per month	Rs.300 per month
13	(A) Group 'D' employees working with the Governor/ Chief Minister / Minister / Minister of State / Speaker, Legislative Assembly / Chairman, Legislative Council / Chief Secretary / Additional Chief Secretary / all Principal Secretaries / Secretaries to Government and Heads of Departments. (B) Group 'D' employees attached to VVIPs and VIPs in the State Hospitality Organization. (C) Group 'D' employees working in Courts with Judges (D) All Other Group D Employees	Rs.250 per month	Rs.300 per month
14	Scavengers and Sweepers	Rs.250 per month	Rs.300 per month

Sl.no. 3 * - Post abolished

8.1.9 **Travelling Allowance:** The Committee has noted that since 2005 there has been sharp increase in the price of Petrol and Diesel. Keeping this in view **the Committee has recommended upward revision of the rates of Travelling Allowance** (including Mileage Allowance, Daily Allowance, Special Daily Allowance, Transfer Grant)

(1) **Classification**

The existing classification of Government Servants for purpose of Travelling Allowance is as follows:

Category	Pay Range (Per Month)
I A	Rs.20,025 and above
I B	Rs.17,250 to Rs.20,024
II	Rs.11,100 to Rs.17,249
III	Rs.8000 to Rs.11,099
IV	Below Rs.8000

The Committee recommends that the same classification may continue with the revised pay stages.

(2) **Road Mileage**

The Committee recommends that the Road Mileage admissible to Government servants on tour by Motor Cycle, Scooter, Tonga, Cycle Rickshaw / Man driven Rickshaw may be enhanced from the existing rate of Rs. 1.00 per KM to Rs. 2.00 per KM. Similarly the Committee recommends that Road Mileage admissible for tour by Bicycle / Foot may be enhanced from the existing rate of Rs.0.30 per KM to Rs.1.00 per KM.

(3) Bus fare admissible to the Government servants belonging to various categories are at the rates not exceeding the rates fixed for the following categories of buses of KSRTC and other state owned Transport Corporations as specified here below:

Categories of Government servants	Bus fares of the following types of buses
(1)	(2)
Category IA	Air Conditioned Air Conditioned Sleeper Air Conditioned Carona Sleeper
Category I B	Air Conditioned Air Conditioned Carona Sleeper Air Cool
Category II	Air Conditioned / Air Cool Rajahamsa
Category III	Rajahamsa / Semi Deluxe
Category IV	Semi Deluxe / Vegadootha

The Committee recommends that the above Table may be revised as follows:

TABLE

Categories of Government servants	Bus fares of the following types of buses
(1)	(2)
I A	Volvo (Airavatha)- A.C. Seater Corona (Ambari)- Non A.C. Seater Non A.C. Sleeper and A.C. Sleeper
I B	
II	Sheethal – A.C. Seater Ultra Deluxe (Rajahamsa) – Non A.C. Seater
III & IV	Ordinary / Express – Non A.C. Seater

(4) **Daily Allowance**

The existing rates of Daily Allowance effective from 01.08.2008 are as indicated below:

Category to which Govt. Servant belongs	Halts within the State			Halts outside the State	
	Bangalore	Places with Municipal Corporations	Other places	Ahmedabad, Mumbai, Kolkata, Delhi, Ghaziabad, Hyderabad, Kanpur, Chennai, Mussori, Pune, Simla, Nagpur, Srinagar, Goa, Diu and Daman	Other places
(1)	(2)	(3)	(4)	(5)	(6)
I	Rs.225	Rs.190	Rs.150	Rs.270	Rs.225
II	Rs.165	Rs.130	Rs.110	Rs.225	Rs.165
III	Rs.130	Rs.110	Rs.90	Rs.190	Rs.110
IV	Rs.90	Rs.85	Rs.75	Rs.130	Rs.90

The Committee recommends that these rates may be revised upwards as indicated

below:

Category to which Govt. Servant belongs	Halts within the State			Halts outside the State	
	Bangalore	Places with Municipal Corporations	Other places	Delhi, Mumbai, Kolkata, Chennai & Hyderabad	Other places
(1)	(2)	(3)	(4)	(5)	(6)
I	Rs.340	Rs.285	Rs.225	Rs.405	Rs.340
II	Rs.250	Rs.195	Rs.165	Rs.340	Rs.250
III	Rs.195	Rs.165	Rs.135	Rs.285	Rs.165
IV	Rs.135	Rs.130	Rs.115	Rs.195	Rs.135

(5) **Special Daily Allowance**

The existing rates of Special Daily Allowance effective from 01.08.2008 are as indicated below:

Category to which Govt. Servant belongs	Halt at Ahmedabad, Mumbai, Kolkata, Delhi, Ghaziabad, Hyderabad, Chennai, Kanpur, Nagpur, Mussori, Pune, Simla, Srinagar, Goa, Diu and Daman	Halt at other places
(1)	(2)	(3)
I A & I B	Rs.500	Rs.400
II	Rs.400	Rs.300
III	Rs.300	Rs.250
IV	Rs.220	Rs.200

The Committee recommends that the rates of Special Daily Allowance may be revised as follows:

Category to which Govt. Servant belongs	Halt at Delhi, Mumbai, Kolkata, Chennai and Hyderabad	Halt at other places
(1)	(2)	(3)
I A & I B	Rs.750	Rs.600
II	Rs.600	Rs.450
III	Rs.450	Rs.375
IV	Rs.330	Rs.300

(6) **Transfer Grant**

The existing rates of Transfer Grant effective form 01.08.2008 are as follows

Category to which Govt. Servant belongs	Transfer within the district	Transfer outside the district
I & IA	Rs.2500	Rs.4000
II	Rs.2500	Rs.4000
III	Rs.1000	Rs.2000
IV	Rs.1000	Rs.2000

The Committee recommends that the above rates may be revised as indicated below:

Category to which Govt. Servant belongs	Transfer within the district	Transfer outside the district
I & IA } II }	Rs.3750	Rs.6000
III } IV }	Rs.1500	Rs.3000

(7) Road Mileage Allowance for transportation of personal effects to the places not connected by Railway

A Government servant on transfer can draw Road Mileage Allowance for transportation of his personal effects of the maximum permissible quantity, between places not connected by Railway. The existing rates of Road Mileage Allowance have been examined by the Committee. **The Committee recommends that these rates may be revised as follows:**

Category (Rs.)	Existing Rate per KM (Rs.)	Recommended Rate per K.M.
I & IA	15.00	15
II	10.00	
III	7.50	10
IV	5.00	

8.1.10 Medical Allowance: Reimbursement of medical expenditure is being permitted to Government employees under the Karnataka Government Servants (Medical Attendance) Rules 1963 and relevant Government Orders. Besides, an allowance of Rs. 50 p.m. is being given to Group C & D employees for meeting expenditure on outpatient treatment. **The Committee recommends to increase this to Rs. 100 per month in respect of Group C and D employees.**

8.1.11 House Rent Allowance: The existing classification of cities, towns and other places based on 1991 census and the rate of HRA are as follows:

Population	Classification	Rate of HRA
16 lakh and above	A	25% of basic pay
8 lakh and above but not exceeding 16 lakh	B-1	16% of basic pay
4 lakh and above but not exceeding 8 lakh	B-2	
50,000 and above but not exceeding 4 lakh	C	10% of basic pay
25,000 and above but not exceeding 50,000	D	7% of basic pay
Other Places	E	6% of basic pay

8.1.12 The Committee recommends that cities, towns and other places may be reclassified as follows based on 2001 census and the rates of HRA also may be revised as follows:

Population	Classification	Rate of HRA
25 lakh and above	A	25%
5 lakh and above but less than 25 lakh	B	16%
50,000 and above but less than 5 lakh	C	10%
Less than 50,000	D	7%

8.1.13 In respect of Bangalore City, the Bruhat Bangalore Mahanagara Palike has been constituted during 2007. The limits of BBMP area are specified in the Notification No. UDD 92 MNY 2006 dated: 16.01.2007. As the population of BBMP is above 25 lakhs, this is classified as A and the rate of 25% applies to the BBMP area.

8.1.14 Since the Committee has recommended increase of 1% point in the last category, clubbing the last two categories to 7%, there is no need to continue Rural Allowance of Rs.100. **Hence, the Committee recommends that the Rural allowance of Rs. 100 a month being paid to the employees working in these areas may be discontinued.**

8.1.15 Classification of places and determination of HRA

While classifying cities, towns and other areas for the purpose of HRA, the population of the Municipal Corporation, CMC or TMC only shall be taken into account. The population of agglomeration/out growth areas shall not be added to the population of the core municipal area for determining the eligibility of that municipal corporation/town/city.

The rate of HRA admissible to a particular municipal corporation, CMC or TMC shall be extended to the agglomeration of that municipal corporation, CMC or TMC. The enumeration of towns and cities along with urban agglomeration will be based on 2001 census and as notified by the Urban Development Department.

8.1.16 City Compensatory Allowance: The existing rates of CCA effective from 01.04.2006 are as follows:

Pay range (basic pay) (Rs.)	Amount of CCA in class of Cities (Rupee per month)		
	A	B1	B2
Rs. 4800 to 7799 p.m.	150	100	80
Rs. 7800 p.m. and above	300	200	80

N.B: A: Areas with population above 16 lakhs; B1: Areas with population of 8 lakhs above but not exceeding 16 lakhs; B2: Areas with of population of 4 lakhs & above but not exceeding 8 lakhs.

Having regard to the rise in prices, **the Committee recommends following rates of CCA:**

Classification of Cities / Towns	Group to which Govt., servant belongs	Rate of CCA (in Rs.)
BBMP	C & D	Rs.350
	A & B	Rs.400
Belgaum (U.A.)		
Hubli-Dharwad	C & D	Rs.250
Mangalore (U.A.)	A & B	Rs.300
Mysore (U.A.)		

PART 2 SPECIAL ALLOWANCE

8.2.1 **Revision of the existing rates of Special Allowance:** Special Allowances have been sanctioned from time to time in respect of specific posts, depending on working conditions. The existing rates of Special Allowance are as specified in the Annexure to G.O. NO. FD 13 SRP 2000(1) dated: 09.06.2005 as amended from time to time. As seen from this G.O., in some cases Special Allowance is sanctioned as a fixed amount and in some other cases it is sanctioned as a percentage of the mean of maximum and minimum of the 1999 scale of pay. The reason for specifying 1999 scale as base is that in the revision done during 2005, pay scales were increased significantly. The charge allowance which is given to hold one more substantive post on a full time basis and thus almost doubles the employees' responsibility, has been kept at 5%. It therefore does not appear to be reasonable to permit excessively high rates of Special Allowances. The Committee is of the view that in order to bring uniformity, all the rates should be expressed in terms of fixed amount and should be kept at a reasonable level only. The Committee also believes that special allowance should be given only if the nature of duty being performed is arduous and demands very long hours, or is hazardous and involves risk to health and life, or is difficult because of the physical conditions of that particular location. The Committee is also of the view that minimum rate of Special Allowance should be Rs.100. Keeping these factors in view, **the Committee recommends revision of the rates of Special Allowance as indicated below:**

Existing and the recommended rates of Special Allowance

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
1.	Common Categories:-		
	a) Gazetted Personal Assistant (Group-B)	200	300
	b) Senior Stenographer	150	225

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	c) Stenographer	110	165
	d) Junior Stenographer	90	135
	e) Typist/Senior Typist	90	135
	f) Clerk-cum Typist/Copyist Typist	40	100
	g) Driver/Senior Driver	90	135
	h) Lift Attender	75	115
	(2) (a) Personal Assistant to Head of Department	40	100
	(2) (b) Personal Assistant to Deputy Commissioner	40	100
	(3) (a) Drivers / Senior Drivers working in the personal establishment of Chief Minister / Minister / Minister of State/Speaker, Legislative Assembly / Chairman Legislative Council/Chief Secretary/ Additional Chief Secretary/All Principal Secretaries/ Secretaries to Government and Heads of Departments and officers of equivalent rank	150*	225*
	(b) Drivers / Senior Drivers attached to the VIPs in the State Hospitality Organisation	150*	225*
2	Private Secretaries to Chief Minister/ Minister/ Minister of State		
	(a) Officer above the rank of Assistant Commissioner/Under Secretary	225	340
	(b) Officer of the rank of Assistant Commissioner/Under Secretary	150	225
	(c) Officer below the rank of Assistant Commissioner/Under Secretary (Group B)	110	165
3.	Personal establishment of Chief Minister/ Minister/Minister of State:-		
	a) Security Officer to Chief Minister (Superintendent of Police)	300	450
	b) Deputy Secretary	225	340
	c) Analyst	225	340

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
d)	Officer on Special Duty (CM's Estt)		
	(i) Officer above the rank of AC/US	225	340
	(ii) Officer of the rank A.C./US	150	225
	(iii) Officer below the rank of AC/US or Group B Officer	110	165
e)	Under Secretary	150	225
f)	Section Officer	110	165
g)	Special Officer		
	(i) Officer above the rank of A.C./US	225	340
	(ii) Officer of the rank of A.C./US	150	225
	(iii) Officer below the rank of AC/US or Group B Officer	110	165
h)	Senior Assistant/Assistant/Senior Stenographer/Stenographer	75	115
i)	Typist/Senior Typist/Data Entry Operator/Junior Assistant	50	100
j)	Attender	25	100
4.	Personal establishment of Chief Secretary/ Additional Chief Secretary:-		
a)	Personal Secretary to Chief Secretary/ Additional Chief Secretary		
	i) Officer of the rank of Under Secretary/ Assistant Commissioner and above	150	225
	ii) Officer of the rank of Section Officer	110	165
b)	Personal Assistant/Assistant Senior Assistant/ Stenographer/Senior Stenographer	75	115
c)	Junior Assistant/Typist/Senior Typist	50	100
5.	(1) Personal Establishment of Principal Secretaries to Government / Secretaries/ Special Secretaries / Additional Secretaries/Joint Secretary		
a)	Section Officer/Gazetted Personal Assistant	75	115

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	b) Stenographer/Senior Stenographer/Personal Assistant/Assistant/Senior Assistant	75	115
	(2) Personal Establishment of Deputy Secretaries Personal Assistant/Assistant/Senior Assistant/ Stenographer/Senior Stenographer	40	100
6.	Clerks and other officials in the departments entrusted with heavy cash transactions		
Strength of the Establishment	OR The magnitude of cash receipts or payments other than of establishment		
101 to 200	Rs.10,001 to 50,000 p.m.	20	} 100
201 to 300	Rs.50,001 to 100,000 p.m.	25	
Above300	Above Rs.100,001 p.m.	30	
Admissible to only one clerk in any office. Specific sanction of Government should be obtained in fresh case			
7.	Clerks and other officials entrusted with heavy stores transactions (Specific Sanction of Government to be obtained in fresh cases)	Two percent of the mean between the Minimum and Maximum of the 1999 scale of pay applicable to the post subject to a maximum of Rs.150p.m.	SDA-100 FDA-110
8.	Selected Staff posted for work under the Governor		
	a) ADC to Governor	300	450
	b) Security officer to Governor	150	225
	c) Deputy Secretary	225	340
	d) Under Secretary	150	225
	e) Surgeon to Governor	110	165
	f) P A to Governor	110	165
	g) Section Officer	110	165
	h) House Superintendent	75	115

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
i)	Driver/Head Driver	150*	225*
j)	Senior Assistant/Assistant	75	115
k)	Junior Assistant	50	100
l)	Reserve Inspector	45	100
m)	Telephone Operator/Compounder/Nurse	40	100
n)	Motor Cyclist	75	115
o)	Steward	50	100
p)	Group 'D' Officials	45	100

9. Faculty Members taken on deputation to Training Institutions

a) Administrative Training Institute, Mysore	} Ten percent of the mean between the Minimum and Maximum of the 1999 scale of pay applicable to the post subject to a maximum of Rs.750 p.m.	GP. A - 1500
b) District Training Institutes		GP. B - 1000
c) KGSTI, Bangalore		GP. C - 750

9A Judicial Department

(a) Judgement Writers	150	225
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9B Karnataka Administrative Tribunal

(a) P S cum Judgement Writer (Group B)	200	300
(b) Junior Judgement Writer (Group C)	150	225
(c) Judgement Writer / Junior Judgement Writer Stenos working in the personal Estt of Chmn/Vice Chmn/ Member	100	150

10. Karnataka Appellate Tribunal

Non-IAS Member	150	225
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Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
11.	Staff attached to Computer wings of Commercial Taxes Department/ Employment & Training	Two percent of the mean between the Minimum and Maximum of the 1999 scale of pay applicable to the post subject to a maximum of Rs.150p.m.	To be deleted
12.	Department of Endowments		
	a) Senior Professor working in the Government Sanskrit College, Melkote who perform the functions of the Principal of the College (if they are on State Pay Scale and not on UGC Pay Scale)	150	225
	b) i) Manager Karnataka State Charities, Tirumala	45	} To be deleted
	b) ii) Peshkar, Karnataka State Chatram Varanasi	110	
13.	Principal Government Flying Training School	300 (As long as there is no separate Principal)	To be deleted
14.	Fire Force Department		
	a) Chief Fire Officer (Group A)	90	135
	b) Commandant	90	135
	c) Divisional Fire Officer (Group B)	60	100
	d) Chief Instructor (Group B)	60	100
	e) Station Officer /Instructor (Group C)	45	100
	f) Sub-Officer (Group C)	40	100
	g) Assistant Sub-officer (Group C)	30	100
	h) Demonstrator (Group C)	30	100
	i) Leading Fireman (Group C)	30	100

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	j) Fireman (Group C)	30	100
	k) Fireman Driver (Group C)	90	135

15. Forest Department

Staff of the Forest Department posted for

a) Working Plans, Development, Survey and demarcation of Forest

1) Conservator (Principal)	150	225
2) District Forest Officer	75	115
3) Technical Assistant to Conservator	50	100
4) Sub-division Officer	50	100
5) Ranger/Ranger Surveyor	30	100
6) Forest Guard	20	100

16. Karnataka Gazetteer

1) Senior Editor	Two percent of the mean between the Minimum and Maximum of the 1999 scale of pay applicable to the post subject to a maximum of Rs.150p.m.	Gp.A - 225
2) Editor		Gp.B - 175
3) Investigator		Gp.C - 135

17. Health & Family Welfare Services/Medical Education

1.a) Principal, Medical College/Dental College	300	} To be deleted
1.b) Professors of Medical Colleges who are heads of Departments in their respective subjects (Senior Professor not eligible)	150	
1.c) Superintendents of teaching Hospitals who are in the cadre of Professors(where a professor is both the head of a department and also a Superintendent ,he shall be entitled to only one)	150	To be deleted

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	2. Staff of Health and Family Welfare Services Department employed in Hospitals on Leprosy work, field staff of Health and Family Welfare Services employed on National Malaria, Filariasis and Tuberculosis control Scheme.		
	(a) Health Officer Group 'A' Deputy Director, Malaria / Filariasis/ Leprosy and Medical Officer Central Leprosium.	Four percent of the mean between the minimum and maximum of the 1999 scale of pay applicable to the post.	500
	(b) Medical Officer, Malaria, Filariasis, T.B., Plague, Leprosy.		500
	(c) Entomologist		400
	(d) Scientific Assistant (Malaria)		300
	(e) Sr. Health Assistant (Male/Female)		300
	(f) Entomologist Malaria/Filariasis		400
	(g) Assistant Entomologist		400
	(h) Laboratory Technician, Leprosy Malaria/ B.C.G. Technician.		300
	(i) Jr. Health Assistant (Male / Female)		200
	(j) Junior Microscopist (Malaria)		300
	(k) Junior Laboratory Technician, Leprosy/ Malaria/Filariasis.		300
	(l) Medical Officer, KFD.		500
	(m) Physiotherapist (Leprosy)		300
	(n) Radiographers and X-Ray Technician		300

18. Home Guards and Civil Defence

(1) Head Constable	30	100
(2) Chief Armourer (Group C)	25	100
(3) Motor Cycle Despatch Driver (Group C)	90	135
(4) Motor Cleaner (Group D)	20	100

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
19.	Karnataka Legislature		
	(1) Personal Establishment of Speaker, Legislative Assembly / Chairman, Legislative Council / Leader of the Opposition, Legislative Assembly / Legislative Council:		
	(a) Private Secretary -		
	(i) Officer above the Rank of Assistant Commissioner / Under Secretary	225	340
	(ii) Officer of the rank of AC/US	150	225
	(iii) Officer below the Rank of Assistant Commissioner or Under Secretary or Group B Officer	110	165
	1A) Personal establishment of Speaker, Legislative Assembly		
	a) Secretary to Speaker		
	Group A Officer not below the rank of Deputy Secretary	225	340
	b) Officer on Special Duty to Speaker		
	1)Officer above the rank of AC/Under Secretary	225	340
	ii)Officer of the rank of AC/Under Secretary	150	225
	iii)Officer below the Rank of Assistant Commissioner or Under Secretary or Group B Officer	110	165
	1B) Personal establishment of Deputy Speaker, Legislative Assembly, Deputy Chairman, Legislative Council		
	a)Private Secretary		
	1)Officer above the rank of AC/Under Secretary	225	340
	ii)Officer of the rank of AC/Under Secretary	150	225
	iii)Officer below the Rank of Assistant Commissioner or Under Secretary or Group B Officer	110	165
	b)1) Marshall	150	225
	(ii) Deputy Marshal	110	165
	(c) Other Staff:		
	(i) Senior Assistant / Assistant / Stenographer / Senior Stenographer	75	115
	(ii) Junior Assistant / Typist / Senior Typist	50	100

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
(2) Personal Establishment of Government Chief Whip, Legislative Assembly / Legislative Council:			
a) Private Secretary:-			
	1) Officer above the rank of AC/Under Secretary	225	340
(b) Other Staff:			
	(i) Assistant / Senior Assistant / Stenographer / Senior Stenographer	75	115
	(ii) Junior Assistant / Typist / Senior Typist	50	100
(3) Legislature Home:			
	Group 'D' Employees	45	100
20.	Lokayukta / Upa lokayukta		
	(a) Private Secretary to Lokayukta	225	340
	(b) Private Secretary to Upa lokayukta	150	225
	(c) Personal Assistant	75	115
	(d) Staff engaged in field investigation:		
	(i) Superintendent of Police	Forty percent of the mean between the maximum and minimum of the 1999 scale of pay applicable to the post	4800
	(ii) Deputy Superintendent of Police		4200
	(iii) Police Inspector		3300
	(iv) Sub-Inspector of Police		3000
	(v) Head Constable		2000
	(vi) Police Constable		1700
	e) Gazetted Assistant	200	300
	f) SDA working as Telephone Operator	25	100
g) Staff working in the Home Office of Lokayuktha/Upa Lokayuktha			
	1) FDA	75	115
	2) SDA	50	100
21	Police Department:		
	(i) SSB, CID and Finger Print Bureau		
	(a) Superintendent of Police	300	450
	(b) Deputy Superintendent of Police	150	225

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	(c) Police Inspector	110	165
	(d) Sub-Inspector	75	115
	(e) Head Constable	30	100
	(f) Police Constable	20	100
(ii) Police Personnel working in the District Special Branch			
	(a) Sub-Inspector	75	115
	(b) Assistant Sub-Inspector	30	100
	(c) Head Constable	30	100
	(d) Police Constable	20	100
(iii) Police personnel working in the Bangalore City Special Branch			
	(a) Deputy Superintendent/Assistant Commissioner of Police	150	225
	(b) Police Inspector	110	165
	(c) Sub-Inspector	75	115
	(d) Head Constable	30	100
	(e) Police Constable	20	100
(iv) Police personnel working in the Criminal Intelligence Bureau			
	(a) Police Inspector	225	340
	(b) Sub-Inspector	190	285
	(c) Head Constable	110	165
	(d) Police Constable	75	115
(v) Police Personnel working in the State Intelligence Machinery:			
	(a) Superintendent of Police (Non-IPS)	} Fifteen percent of the mean between the minimum and maximum of the 1999 scale of pay applicable to the post.	1800
	(b) Deputy Superintendent of Police		1600
	(c) Police Inspector		1250
	(d) Sub-Inspector		1150
	(e) Head Constable		800
	(f) Police Constable		650
	(g) First and Second Division Assistants in the Office of the Deputy Inspector General (Intelligence & Railways) and Deputy Inspector General of Police	20	100
(vi) Corps of Detectives			
	(a) Superintendent of Police (Non-IPS)	Fifteen percent	1800

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	(b) Deputy Superintendent of Police	of the mean between	1600
	(c) Circle Inspector and Auditor	the minimum and	1250
	(d) Sub-Inspector	maximum of the	1150
	(e) Head Constable	1999 scale of pay	800
	(f) Police Constable	applicable to the post.	650
	(vii) Police personnel working in Anti Sabotage Check and Bomb Disposal Squad under state Intelligence wing	Fifteen percent of the mean	SP -1800 Dy S.P.-1600
	(viii) Police personnel posted by the police Department in connection with the Security of Vidhana Soudha	between the minimum and	PI -1250 PSI-1150
	(viii A) Police personnel deputed by the police Department in connection with the Security of Vidhana Soudha and Vikasa Soudha	maximum of the 1999 Scale of	HC - 800 PC - 650
	(ix) Teaching staff of permanent Police Training Institutions	pay applicable to the post	
	(X) Police Research Unit, CID		
	a) Superintendent of Police	300	450
	b) Deputy Superintendent of Police	150	225
	c) Police Inspector	110	165
	d) Sub-Inspector	75	115
	e) Police Constable	20	100
	(XI) Law Section		
	a)Deputy Superintendent of Police	110	165
	b) Police Inspector	45	100
	(XII) Civil Rights Enforcement Cell		
	a) Deputy Superintendent of Police	150	225
	b) Police Inspector	110	165
	c) Sub-inspector	75	115
	d) Head Constable	30	100
	e) Constable	20	100

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
(XIII) Prohibition Control Intelligence Bureau (Permanent Establishment)			
	a) Police Inspector	110	165
	b) Sub-inspector	75	115
	c) Head Constable	30	100
	d) Police Constable	20	100
(XIV) Radio Grid Staff			
	a) RI Inspector of wireless	75	115
	b) Sub-Inspector	45	100
	c) Assistant Sub-Inspector	30	100
	d) Head Constable	25	100
	e) Police Constable	20	100
	f) Senior Radio Mechanic	30	100
	g) Junior Radio Mechanic	25	100
	h) Electrician	25	100
(XV) Computer Wing, CID, Bangalore:			
	a) Superintendent of Police (Non-IPS)	300	450
	b) Deputy Superintendent of Police	150	225
	c) Police Inspector	110	165
	d) Sub-Inspector	75	115
	e) Head Constable	30	100
	f) Police Constable	20	100
(XVI) District Special Branch:			
	Police Inspector, Mysore, Bangalore, Chitradurga, Shimoga, Dharwad, Bijapura, Bellary, Raichur, Mangalore, Belgaum, Gulbarga, Karwar & Kodagu.	90	135
(XVII) TG Mechanic, CAR			
		75	115
(XVIII) District Intelligence Bureau:			
	a) Sub-Inspector	60	100
	b) Assistant Sub-Inspector	30	100
	c) Head Constable	30	100
	d) Police Constable	20	100

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	(XIX) Driver/Motor Cycle Rider		
	a) Head Constable/Police Constable	90	135
	b) Driver Mechanic	90	135
	(XX) Watchers Organization Staff:		
	a) Head Constable	25	100
	b) Police Constable	20	100
	(XXI) Armoury Allowance		
	a) Head Constable	25	100
	b) Police Constable	25	100
	(XXII) Mechanic		
	a) Head Constable Mechanic	25	100
	b) Police Constable Mechanic	20	100
	c) Police Constable Cleaner	20	100
	(XXIII) Gunmen in the Chief Minister's/Minister's Office		
	a) Head Constable	25	100
	b) Constable	20	100
	(XXIV) Forest Cell Squad:		
	a) Deputy Superintendent of Police	150	225
	b) Police Inspector	110	165
	c) Sub-Inspector	75	115
	d) Head Constable	30	100
	e)) Police Constable	20	100
	(XXV) Anti Dacoity Squad:		
	a) Superintendent of Police	225	340
	b) Deputy Superintendent of Police	150	225
	c) Police Inspector	110	165
	d) Sub-Police Inspector	75	115
	e) Head Constable	30	100
	f) Police Constable	20	100
	(XXVI) Shorthand Reporter:		
	a) Chief Reporter (Group C)	110	165
	b) Short hand Reporter (Group C)	110	165

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	(XXVII) Station Writer		
	a) Head Constable	20	100
	b) Police Constable	20	100
	(XXVIII) Government Orchestra/KARP Mounted Company:		
	a) Band Master (Group B)	45	100
	b) Assistant Band Master (Group C)	30	100
	c) Daffedar	25	100
	d) Musician Grade-1 (Group C)	25	100
	e) Musician Grade-2	20	100
	(XXIX) Police Drivers posted to the personal establishment of ACS & Principal Secretary, Secretary, Joint Secretary & Deputy Secretary, Home and Transport Department.	150*	225*
	(XXX) Police personnel deputed to Anti Naxalite Force and Police personnel working in Internal Security Division	Fifty percent of the pay in 1999 pay scale applicable to the post	Matter under
	(XXXI) Ministerial employees working in ANF and ISD	Twenty percent of pay in 1999 pay scales applicable to the post	Litigation in KAT
22.	Printing, Stationery and Publications Department.		
	a) Lino/Mono Operator, Government Press, Bangalore - Two Posts	40	100
	b) Compositor - Two Posts	25	100
	c) Head Type Caster - One Post	25	100
	d) Head Type Mono Caster - Three Posts	20	100
23.	Prisons Department.		
	(1) District Surgeons working as Medical Officers at Central Prisons, Bangalore, District Surgeons		

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	working as Visiting Medical Officer at Central Prisons, Belgaum, Gulbarga, Bellary.	75	115
	(2) District Surgeons working as Visiting Medical Officer at District Prisons Class-1 and 2 and District Head Quarter Sub- Jails.	60	100
	(3) Assistant Surgeons working as visiting Medical Officers of District Prisons Class-1 or Class-2 of District Head Quarter Sub- Jail.	45	100
	(4) Assistant Surgeons working as visiting Medical Officers of the Taluk Sub-Jails.	40	100
	(5) Sheristedar of Taluk or Deputy Tahsildar of Taluk placed in charge of the duties of Taluk Sub-jails.	30	100
	(6) Clerk of Revenue Department attending to the work of Taluk Sub-jails.	20	100
	(7) Motor Cycle Dispatch Driver	90	135
24.	Karnataka Public Service Commission		
	a) Private Secretary to Chairman (Group-B)	110	165
	b) Personal Assistant to the Chairman and Members	75	115
25.	Public Works Department.		
	Staff Employed in the Designs Circle in Public Works Department/Surveys for Investigation of Projects/ Engineering Research Station:		
	a) Superintending Engineer	Two percent	} To be deleted
	b) Executive Engineer	of the mean	
	c) Assistant Executive Engineer	between the minimum	
	d) Senior Geologist	and maximum of	
	e) Assistant Engineer	the 1999 scale of	
	f) Junior Engineer	pay applicable to	
	g) Draughtsman	the post subject	
		to a maximum of	
		Rs.150p.m.	

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
26.	Karnataka Government Secretariat		
	1) DPAR & DCA (Cabinet Section)		
	a) Deputy Secretary	200	300
	b) Personal Secretary Grade-II	150	225
	c) Cabinet Assistant (Section Officer)	110	165
	d) Assistant /Senior Assistant	75	115
	e) Stenographer/Senior Stenographer	75	115
	f) Junior Assistant	50	100
	g) Typist/Senior Typist	50	100
	h) Attender	25	100
	2(i) DPAR (IRLA)		
	Under Secretary -1 Post		
	Section Officer -1 Post	Two percent	250
	Senior Assistant -2 Posts	of the mean	225
	Accounts Superintendent -1 Post	between the	225
	Assistant -1 Post	minimum and	175
	Junior Assistant -1 Post	maximum of the	125
	Stenographer-1 Post	1999 scale of pay	175
	Cashier-1 Post	applicable to the	200
	Technical Assistant-1 post	post subject to a	175
	Dalayat-1 post	maximum of Rs.150p.m.	100
	2(ii) DPAR (Accounts-1)		
	a) Under Secretary, DPAR (Accounts) -1 Post	Two percent	300
	b) Section Officer Accounts A,B,C and Cash Section-4 Posts	of the mean	
	c) Senior Assistant - Accounts A,B,C & Cash Section-7 Posts	between the	250
	d) Assistant Accountants - A,B,C & Cash Section-12 Posts	minimum and	
	e) Typist/Senior Typist, Accounts A,B, & Cash Section-4 Posts	maximum of the	225
		1999 scale of pay	
		applicable to the	175
		post subject to a	
		maximum of Rs.150p.m.	125

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
	f) Junior Assistants entrusted with the work relating to HBA/MCA mortgage deeds etc.- 3 posts		125
	f(i) Jamedar -1 post		100
	g) Jamedar, Cash Section 1 post		100
	h) Dalayat Cash Section 1 post		100
	i)Senior Assistant working as Cashier	110	165
	2(iii) DPAR(Accounts-2(1))		
	1) Under Secretary -1	Two percent of the	300
	2) Section Officer-1	mean between the	250
	3) Senior Assistant-3	minimum and maximum	225
	3a)Assistants-2 posts	of the 1999 scale of	175
	4) Junior Assistant-2	pay applicable to	125
	5) Typist-1	the post subject to a	125
	6) Dalayat/jamedar-1 post	maximum of Rs.150p.m.	100
	7) Dalayat/Jamedar(Cash Section)		100
	2(iv) DPAR(Accounts-2(2)EGIS Section		
	1) Section officer-1post		250
	2) Senior Assistant -1 post	Two percent of the	225
	3) Assistant -1 post	mean between the	175
	4) Junior Assistant -1 post	minimum and	125
	5) Typist -1 Post	maximum of the	125
	6) Dalayat -1 post	1999 scale of	100
	2(v) DPAR(Accounts-2(3)Budget and ADA Section	pay applicable	
	1) Section officer-1post	to the post	
	2) Senior Assistant -1 post	subject to a	250
	3) Assistant -1 post	maximum of	225
	4) Junior Assistant -1 post	Rs.150p.m.	175
	5) Typist -1 Post		125
	6) Dalayat/Jamedar -1 post		100
	7) Dalayat/Jamedar Cash Section -1 post		100

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
3.DPAR(Executive)			
	a) Supervisor	40	100
	b) Receptionist-Assistant/Junior Assistant	25	100
	c) Setter , Multigraph Section	45	100
	d) Security Officer	45	100
	e) Section Officer General Despatch Section	50	100
	f) Assistant, General Despatch Section	40	100
	g) Junior Assistant, General Despatch Section	20	100
4)DPAR (Protocol)			
	a) Deputy Secretary -1	Two percent of the mean between the	340
	b) Under Secretary -3	minimum and	300
	c) Section Officer,(General-A)	maximum of the	250
	d) Senior Assistant-3, Assistant-1, 3Group-D officials in DPAR General-A)	1999 scale of pay applicable to the post subject to a maximum of Rs.150p.m.	Sr.Asst.,-225 Asst.,-175 Group D-100
4A)Finance Department (Computer Cell)			
	a)Special Officer-1 post	200	340
	b)Under Secretary-1post	150	225
	c) Section Officer -1 post	150	225
	d) Senior Assistant 1 post	100	150
	e) Assistant -2 posts	100	150
	f) Stenographer -/GPA 2 posts	100	150
	g) Assistant Statistical Officer	100	150
5)Karnataka Government Secretariat Library			
	a) Librarian-1post (Group B)	Two percent of the mean between the	250
	b)Attender-1post	minimum and maximum of the 1999 scale of pay applicable to the post.	125

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
6) Law Department			
	Staff of Cauvery Water Dispute Cell	Ten percent of the mean between the Minimum and Maximum of the 1999 scale of pay applicable to the post	Gp. A-1500 Gp. B-1000 Gp.C- 750 Gp.D- 400
7) Government Guest Houses			
	a) Special Officer	Two percent of the mean between the minimum and maximum of the 1999 scale of pay applicable to the post subject to a maximum of Rs.150	300
	b) Group D Employees	45	100
27	Small Savings and State Lottery		
	a) Director of Small Savings	300	} To be deleted
	b) Deputy Director	150	
	c) Assistant Director	75	
	d) Development Officer (Group-C)	75	
	e) Assistant Development Officer	45	
	f) Publicity Assistant	Two percent of the mean between the minimum and maximum of the 1999 scale of pay applicable to the post subject to a maximum of Rs.150p.m.	
	g) Other staff in the office of the Director of Small Savings attending the additional work. Senior Assistant /Assistant /FDA/ Stenographer/Junior Assistant/Typist/ Film Project operator		

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
28	Social Welfare Department		
	a) Tribal Welfare Inspector	45	100
	b) Tribal Welfare Midwife	30	100
29	Treasuries Department		To be deleted
	Assistant Treasurer, Office of the Superintendent of Stamps	30	(post abolished)
30	Water Resources Department		
	WRDO	Ten percent of the	Gp.A- 1500
	a)Staff of Cauvery Water Dispute Wing	Mean between	Gp.B-1000
	b) Staff of Krishna Godavary Water Dispute Wing	the minimum	Gp.C - 750
		and Maximum	Gp.D - 400
		of the 1999 Scale	
		of pay applicable	
		to the post	
31	Women and Children Welfare		
	a)Superintendent, Physically Handicapped Institutions	75	115
	b) Hindi Teacher, Physically Handicapped Institutions	60	100
	c)Music Teacher, Physically Handicapped Institutions	60	100
	d)Graduate Assistant, Physically Handicapped Institutions	30	100
	e)Teacher and Craft Teacher including Braille		
	Compositor, Physically Handicapped Institutions	30	100
32	Telephone Operators of Karnataka		
	Government Secretariat,	25	To be deleted
	Agriculture, Mines and Geology Departments		

Sl. No.	Category of posts	Existing rates of Special Allowances Rs.per month	Recommended rates of Spl. Allowance Rs. per month
33	Staff attached to the Inquiry Commissions, Committees etc.	Two percent of the mean between the minimum and maximum of the 1999 scale of pay applicable to the post subject to a maximum of Rs.150p.m.	Gp A- 200 Gp B -175 Gp C-150 Gp D-100

*As Special Duty Allowance in addition to Special Allowance attached to the post of Driver

8.2.2 **Special Allowance to other Cadres:** The Committee is in receipt of requests for sanction of Special Allowance to various categories of employees like Sericulture Demonstrators, Public Prosecutors, Veterinary Doctors, Veterinary Inspectors, Veterinary Assistants.

8.2.3 The Committee has examined the rationale for payment of Risk Allowance/Special Allowance. In the considered opinion of the Committee the cases which deserve sanction of Risk Allowance / Special Allowance are the posts requiring discharge of duties

- (i) which are specially arduous
- (ii) warranting putting in of long hours of work both before and after office hours
- (iii) in unhealthy and unhygienic condition
- (iv) involving handling of hazardous substances
- (v) involving exposure to toxic materials and radiation
- (vi) involving risk and threat to life and great hardship
- (vii) dealing with patients / animals with contagious diseases.

8.2.4 The Committee has noted that the above criteria are adopted in sanctioning Special allowance to the employees in Police and Fire Force Department and also the employees in Health and Family Welfare Department dealing with Leprosy and Kysanur Forest Disease, X-ray technicians, Radiographers.

8.2.5 The Committee is of the view that the following categories of posts fulfil the above criteria and hence **the Committee recommends sanction of Special Allowance to the following categories of posts :**

- | | | |
|---|---|--|
| i) Veterinary Doctors at the rate of Rs.300 p.m. | } | working in Hospitals /
dispensaries in districts
and below |
| ii) Veterinary Inspectors at the rate of Rs.200 p.m. | | |
| iii) Veterinary Assistants at the rate of Rs.200 p.m. | | |
| iv) Deputy Range Forest Officers (Foresters) and forest guards at the rate of Rs.200/-p.m. and Forest Watchers at the rate of Rs.100 p.m. | } | while work-
ing in forest |
| v) Cooks working in Government Institutions at the rate of Rs.100 p.m. | | |
| vi) Poura Karmikas of urban local bodies who are working as Sweepers and Cleaners at the rate of Rs.100 p.m. | | |

8.2.6 **It is recommended that the payment of Special Allowance to the following categories of posts may be discontinued:**

- | | | |
|---|---|---|
| (i) Manager, Karnataka State Charities, Thirumala | } | Out of State Allowance
is recommended to
be hiked |
| (ii) Peshkar, Karnataka State Chatram, Varanasi | | |
| (iii) Principal, Medical College / Dental College | } | These Medical
institutions have
become autonomous
institutions |
| (iv) Professors of Medical Colleges who are heads of Departments | | |
| (v) Superintendents of Teaching Hospitals | | |
| (vi) PWD - Staff employed in designs circle in PWD | } | The work
discharged by the
holders of these
posts does not
conform to any
of the criteria
mentioned in
Para 8.2.3
above |
| (vii) Seven cadres under Small savings and Lottery Departments | | |
| (viii) Assistant Treasurer, O/O Superintendent of Stamps | | |
| (ix) Telephone operators of KGS, Agriculture, Mines and Geology department. | | |
| (x) Staff attached to computer wings of Commercial Taxes Dept., and Employment and Training Department. | | |

8.2.7 Special Allowance to Pre University Lecturers: A special reference has been made by the Government to consider a higher pay scale to the lecturers in Pre-university colleges. This issue has been examined by the Committee. Assigning a new pay-scale can be considered after restructuring the pre-university education in view of the Union Government's guidelines to bring classes 11 and 12 within the Secondary School education system. For the present, **the Committee recommends sanction of Special Allowance of Rs.500 per month to all Pre-University College Lecturers. This Special Allowance is in lieu of Special allowance of Rs.200 per month which is currently being paid to some of the pre-university college lecturers.**

PART 3 OTHER BENEFITS

8.3.1 Encashment of Earned Leave

(i) Maximum limit of Earned Leave: The existing Rules (Rule 113(5) of KCSR's) provide for accumulation of not exceeding 240 days of Earned Leave. The Committee recommends that the maximum limit on accumulation of Earned Leave may be enhanced from 240 days to 300 days. **The Committee also recommends that the maximum limit of Earned Leave that can be surrendered for encashment at the time of retirement may be enhanced from the existing 240 days to 300 days.**

(ii) Currently there is a provision to surrender not more than 30 days of Earned Leave in a block period of 2 years for encashment purposes. Some employees' associations have requested for allowing encashment every year. This request has been examined. **The Committee recommends that upto 15 days Earned Leave may be allowed to be surrendered every year for encashment purpose.**

8.3.2 **Leave Travel Concession (LTC):** At present this concession can be availed only once in the entire service by a Government servant. The Employees' Associations have urged that this concession may be granted once in a block period of four years. The Committee has examined this demand. **The Committee recommends that LTC may be extended to Government servants twice in their service. The first block may consist of the period from the first year to the 15th year of service of a Government servant and the second block may consist of the period from the 16th year of service to the date of superannuation or the date of cessation of service.**

8.3.3 **Maternity Leave:** A female Government servant is eligible for Maternity leave of 135 days. The Employees Associations have requested for enhancing the period of leave to 180 days. The Committee has examined this demand. As the existing period of 135 days is found to be insufficient for taking adequate care of the children, **the Committee recommends that the period of Maternity Leave may be increased from the existing 135 days to 180 days.**

8.3.4 **Second Additional Increment (25 years):** Government servants continuing in the same post without promotion for ten years are eligible to get time bound advancement (TBA) to selection time scale of pay under Karnataka Civil Services (Time Bound Advancement) Rules 1983. Those Government servants who continue in the same post without promotion for a period of 15 years are eligible for special promotion to senior scale of pay under Karnataka Civil Services (Automatic grant of special promotion to senior scale of pay) Rules 1991. Those who continue in the same post without promotion for 20 years are eligible to get one additional increment in the same pay scale as per the G.O. No. FD 13 SRP 2002 dated: 09.05.2002. **The Committee recommends that if a Government Servant stagnates in the same post without promotion for 25 years, he may be granted one more increment - the Second Additional Increment in the same pay scale and if he stagnates in the same post without promotion for 30 years, he may be given another increment - the Third Additional Increment in the same pay scale.**

8.3.5 The Committee noted that the benefit of Time Bound Advancement to selection time scale of pay under the Karnataka Civil Services (Time Bound Advancement) Rules 1983, the special promotion to senior scale of pay under the Karnataka Civil Services (Automatic grant of

special promotion to senior scale of pay) Rules 1991 and the benefit of sanction of one additional increment as per G.O. dated: 09.05.2002 to those who have completed 20 years of service in the same post without a promotion is admissible only to the Government servants in the first 15 scales of pay. In order to grant relief to others who are otherwise eligible but stagnate in the same post without promotion, **the Committee recommends that the above benefits should not be confined to the Government servants in the first 15 pay scales but may be extended to all Government servants.**

8.3.6 Stagnation Increment: Currently a Government servant who stagnates at the maximum of the pay scale of the post held by him is eligible for the benefit of grant of Stagnation Increments at the rate of the increment last drawn. At present five stagnation increments can be granted. Many employees' associations have requested for removing the limit on the number of Stagnation Increments. The Committee has examined this request. **The Committee recommends that the number of Stagnation Increments may be increased from the existing five to eight.**

PART 4 LOANS AND ADVANCES

8.4.1. Festival Advance: The Committee recommends enhancement of the amount of Festival Advance from the existing Rs.3,500 to Rs. 5,000.

8.4.2. Motor Vehicle Advance: Advance for purchase of car: The Committee recommends that the maximum amount of this advance may be enhanced from Rs.2.50 lakhs to Rs. 3.00 lakhs.

8.4.3. Advance for Motor Cycle / Scooter : The Committee recommends that the maximum amount of advance may be revised from the existing Rs.30,000 to Rs. 50,000.

8.4.4. Advance for purchase of Bicycle: The Committee recommends that the existing amount of advance of Rs.2,000 may be increased to Rs. 3,000.

8.4.5. Computer Advance: The existing amount of advance of Rs. 35,000 is recommended to be enhanced to Rs. 40,000.

8.4.6. House Building and House Purchase Advance: The maximum amount of this advance prevalent at present is Rs. 5.00 lakhs. **The Committee recommends that this may be enhanced to Rs. 15.00 lakhs.**

8.4.7. House Repair Advance: The maximum amount of this advance is recommended to be enhanced from the existing Rs. 2.00 lakhs to Rs. 4.00 lakhs.

In respect of the above Advances except for the changes recommended above, all other existing conditions governing the grant of Advances may continue.

8.4.8. Some of the Scheduled Banks and some major financial and commercial institutions are offering loans for purchase of motor car, motor cycle, scooter, computer etc. Government may consider having a tie-up with these institutions and the Government servants may be encouraged

to borrow from these institutions instead of Government itself lending to government servants. If these institutions so require, Government may consider facilitating such lending by arranging deduction from salary of the Government servants concerned.

PART 5 BENEFITS FOR THE EMPLOYEES WITH DISABILITIES

8.5.1 The Committee is aware of the difficulties encountered by the Government servants with disabilities. With a view to mitigate the hardship faced by them, **the Committee recommends the following benefits for them.**

8.5.2 Conveyance Allowance to employees with locomotor disability and blindness: The rate of this allowance effective from 01.08.2008 is 6% of the basic pay subject to a maximum Rs.400. In view of the difficulties faced by the Government servants with locomotor disability and blindness in going to and coming from the place of their duty, **the Committee recommends that the maximum limit of Rs.400 should be removed. The rate of this allowance may be retained at 6% of the revised basic pay without any ceiling limit.**

8.5.3 Subsidy for purchase of motorised /mechanical vehicles by the persons with disabilities: With a view to assist procuring motorised / mechanical vehicles used by the Government servants with disabilities to commute to and from the office, **the Committee recommends that 25% of the cost of the vehicles purchased subject to a maximum of Rs.25,000 may be reimbursed to the Government servants concerned. This benefit may be provided only once in service.**

8.5.4 Children Education Allowance for disabled Children: The Committee recommends **that the Children Education Allowance at Rs.500 p.m. per disabled child may be sanctioned with the condition that the allowance is admissible for not more than two children studying in schools from 1st Standard to 12th Standard, only if the children are suffering from disability.**

8.5.5 The Committee has noted that there are disabled children who are totally dependent on their parents and are unable to go to school. Having regard to the difficulties faced by the Government servants in bringing up such children, **the Committee recommends payment of an allowance of Rs.500 per month. This benefit may be given to not more than two children of a Government servant and may be given until the disabled children attain the age of 18 years.**

8.5.6 Flexi hours for the persons with disabilities: Having regard to the difficulties faced by the Government servants with disabilities in attending to the offices at the stipulated time, **the Committee recommends that such Government servants may be allowed flexi hours.**

8.5.7 The word 'disability' used in the above paras has the same meaning as is given to it in the Persons with Disabilities (Equal opportunities, Protection of Rights and Full Participation) Act 1995.

8.5.8 The existing allowances, advances and other benefits which have not been specifically discussed in this Chapter may be continued without any modification

8.6 The proposed revised rates of Allowances, Special Allowances and other benefits are recommended to be implemented with effect from 1.4.2012 ■

CHAPTER 9

RETIREMENT BENEFITS

9.1 Background

Government of Karnataka has introduced a Defined Contribution Pension System known as the New Pension system / Scheme (NPS) for its employees joining Government service on or after 01.04.2006 vide G.O. No. FD (Spl) 04 PET 2005 dated: 31.03.2006. This system is made operational from 01.04.2010. Detailed guidelines for the operationalisation of this scheme have been issued in G.O. No. FD (Spl) 28 PEN 2009 dated: 21.03.2010. This chapter is about the pensionary benefits admissible to Government servants who joined Government service prior to 01.04.2006.

9.2 **Pension:-** On the recommendation of the 5th State Pay Commission, minimum pension and maximum pension have been fixed at Rs. 2250/- and Rs. 19950/- respectively w.e.f. 01.07.2005. Consequent to the revision of the pay scales, **the Committee recommends that minimum and maximum pension be Rs.4,800 per month and Rs.39,900 per month respectively.**

9.3 **Family Pension :** W.e.f. 01.07.2005 the rate of family pension is 30% of the emoluments subject to minimum of Rs. 2250/- and maximum of Rs. 11970/-. Consequent to the revision of the pay scales, **the Committee recommends that the rate of family pension may continue to be 30% of the emoluments subject to the condition that the minimum family pension may be Rs.4,800 per month and the maximum family pension may be Rs.23,940 per month.**

9.4 **Revision of Pension / Family Pension of Persons who retired prior to 1.4.2012:** **The Committee recommends 22.50% fitment benefit (including 15% of interim relief sanctioned w.e.f. 1.11.2011) to pensioners / family pensioners and the revised pension / family pension may be fixed as per the formula given here below:**

- (a) Basic Pension / Family Pension as on 1.4.2012
- (b) Dearness Allowance as on 1.1.2012
- (c) 22.50% of Basic Pension / Family Pension
- (d) Revised Pension / Family Pension will be total of the three items above
{(a)+(b)+(c)}

9.5 **D C R G:** The existing ceiling limit on DCRG w.e.f. 31.03.2010 is Rs. 6.00 lakh. **The Committee recommends that this may be enhanced to Rs. 10.00 lakh.**

9.6 Financial Implication

If the Committee's recommendations are accepted, the additional financial implication per year towards the employees of State Government, Aided Educational Institutions, Local Bodies, Non-Teaching Staff of Universities, and Pensioners is estimated to be **Rs.4450 Crore ■**

CHAPTER 10

PERSONNEL AND ADMINISTRATION

Part 1 RECOMMENDATIONS ON RESTRUCTURING OF STAFF

10.1.1 While the State Government as a model employer revises pay and other benefits for its employees, it is also desirable for the Government to see that the quality of service, efficiency and productivity get improved. Apart from performing the obligatory regulatory duties, State Governments these days have to supervise increasing numbers of development programmes and provide a large number of services to its citizens. It is necessary therefore to ensure that the Government work-force is optimal in numbers, efficient in performance and cost-effective in maintenance.

10.1.2 In making projections on the salary expenditure of the states, Thirteenth Finance Commission has observed '*the number of employees in each group (A, B, C, D) have been projected at a net attrition of 1 per cent per annum assumed on the basis of the observed trend over the past five years for select states and for the Central Government*'. Further, the Commission recommends that, '*the states should follow a recruitment policy such that salary expenditure does not exceed 35 per cent of revenue expenditure net of interest payments and pensions.*'

10.1.3 Though the salary expenditure of Government of Karnataka so far has been in accordance with this norm, it has been observed that two-thirds share of the total sanctioned or filled employees in the Government are in three departments, namely, Education, Health and Police. The share of these three departments is on the increase every year. On the contrary, all other departments (over 70) put together account for the remaining one-third share. Their share is on the decrease. This distribution of employees in various departments of the government needs to be thoroughly examined in the interest of improving delivery of government services. Further, with proper use of technology work efficiency can be improved and productivity of government employees enhanced.

10.1.4 In view of this, the Committee recommends the following:

- (i) Review critically the need for each category of post in Government in the context of the present and future requirement and in the light of potential use of technology.

- (ii) Recruit more of multi-tasking supervisory/managerial rather than supporting staff. Analyse the share of posts in Group A, B, C & D in order to position a pyramidal structure having a right share of multi-tasking supervisory/managerial and other staff.
- (iii) Recruitments to be limited to the total number of retirements & subject to that limit, new recruitments should be done on the basis of the relative needs of the departments.
- (iv) Creation of essential posts should be combined with abolition of equivalent number of such posts which have become less relevant or less productive.
- (v) Reduce the working strength of government staff by one per cent per annum for the next five years in the light of suggestions of the Thirteenth Finance Commission.
- (vi) As there are enough number of graduates in the State and more will be available in the coming years, there is a need to make graduation as the basic qualification for entry at / or above SDA and equivalent levels in all the departments, so that the quality of human resource improves.
- (vii) Minimum qualification for recruitment to the cadre of Group-D may be fixed as SSLC.
- (viii) Identify the jobs and services which can be outsourced without sacrifice of efficiency or confidentiality and outsource them so that the liability on the Government is reduced and the efficiency of services is enhanced. This will also enhance flexibility in availing of or removing outsourced staff as per the need of the day.
- (ix) There should be effective and compulsory induction of training of all newly recruited regular staff. Similarly, refresher trainings at pre-determined periodic intervals for desirable to keep the staff updated on the latest developments in technology, processes and management systems.

Part 2 FIVE DAY WEEK

10.2.1 Beyond a reasonable limit, long working hours do not add to productivity and efficiency of organisations. Excessively long and arduous work-weeks may in fact lead to fatigue, and thus to lower productivity. A right balance between work and leisure is therefore essential for growth and sustainability of both the work-force and their organisation. Indeed in the modern age of technology, emphasis should be more on quality, and a five-day work-week may be seen as a progressive change in that direction.

10.2.2 Most of the developed countries like the United States, the United Kingdom, Canada, Australia, France and Germany and developing countries like China, Indonesia, Columbia have adopted five-day week progressively. Though the contribution of several other factors such as technology, quality of human resource and demographic conditions have a bearing on productivity and income, it is interesting to note that countries with less than 30,000 USD GDP per capita have more working hours than those with higher per capita GDP (Annexure 10).

10.2.3 An even more interesting contrast can be seen when we realise that organisations with five-day week may actually work longer than those with six-day week. For example, total working hours in Government of India with five-day week were 1560 in the year 2011, compared to 1490 in Government of Karnataka with six-day week (Annexure 11). Among states which have adopted five-day work-week Bihar, Delhi, Goa, Rajasthan, Uttar Pradesh and Uttarakhand show longer working hours (Annexure 12). Even in terms of quantity, therefore, it is feasible to maintain the functionally essential number of working hours with continuous work for five days in a week, if rationalisation in the number of holidays is made in addition to a partial increase in daily working hours.

10.2.4 As a part of examining the over-all working environment, the Official Pay Committee solicited views from government employees about the need and feasibility of changing the present system of six-day work-week. The responses received are of a mixed nature; some favouring a five-day week, some opposing any change, and yet some others approving of five-day week, but with certain conditions.

10.2.5 The main reason for opposing a five-day week is rooted in its failed introduction in Karnataka in 1985, which was withdrawn in a year on the general public perception that it caused a further deterioration of the efficacy of government offices and institutions. The salient features of the Government Order introducing five-day work-week vide Notification No.DPAR 62 AAR 1983 dated 31.7.1985 were as follows:

- (i) Working hours were from 10 AM to 6 PM, with a reduced lunch-break of 30 minutes.
- (ii) Hospitals, treasuries, schools and colleges continued to function six days a week.
- (iii) Working hours in courts were left to be decided by the Hon'ble High Court.
- (iv) Public Sector Undertakings were expected to decide in consultation with their staff so that the total working time did not get reduced.
- (v) The number of Casual Leave was reduced from 15 to 12 in those offices which shifted to five-day week.

While the intention was to adopt a modern work-culture, it generated public criticism that the employees used to leave office on Friday afternoon itself, while coming late on Mondays. The new system could not succeed because of non-enforcement of discipline and punctuality. Besides, enough time was not given for the change to stabilise.

10.2.6 Five-day work-week has been introduced in Government of India since 1985, and it is continuing without any perceived problems. Even in operational Ministries and Departments such as the Railways and the Posts, five-day week functions effectively, without disrupting the operational services. The need, therefore, is to maximise the positive effects and, at the same time, to control the possible negative consequences.

10.2.7 Times have changed radically since the mid-eighties. There has been immense growth of urban population, putting the civic systems under unmanageable stress. In particular, Bangalore city has seen an unprecedented growth, being the fastest growing city in our country. Having the second highest number of vehicles among all cities, the roads are over-crowded, the environment getting polluted. Because of excessive urbanisation and industrialisation the ever-growing demand for energy has far outpaced the supply, making Karnataka an energy-deficit state. At the same time, on the positive side, IT initiatives have made it possible that the citizens need not stand in queues to pay their electricity and water-bills; they can book their bus tickets on-line; that a property can be registered anywhere; that property-taxes and sales taxes can be paid sitting at home, etc. In short, the obligatory interface with government is becoming shorter and smoother. And with the recently enacted Guarantee to Services Act, citizens have been assured of timely delivery of services. The emphasis thus is shifting from quantity to quality; the government offices therefore need to become quick and citizen-friendly, rather than giving an impression of laborious perpetuity.

10.2.8. A study has been got conducted through the Indian Institute of Management, Bangalore to advise about the practicability of shifting to a five-day work-week. The study report is available on website www.finance.kar.nic.in. The study indicates the main benefits as follows:

- (i) One direct benefit is significant savings in terms of reduced government expenditure on transport, fuel, power, water and other incidental items. The estimated saving is about Rs.100 crore per annum.
- (ii) There will be a substantive decrease in pressure on public transport system, allowing rationalisation and savings on fuel and manpower.
- (iii) Traffic congestion and environment pollution will come down significantly, particularly in Bangalore city, where about 80,000 government employees work.
- (iv) When done along with corresponding decreases in the number of government holidays and Casual Leave, the offices will work about the same number of hours, and with fewer mid-week breaks of holidays.
- (v) Government employees can have more quality time to spend with their family and look after children's education and co-curricular activities.
- (vi) Commuting a day less will be of immense help particularly to women employees who will have one more day in a week to organise their domestic matters. As many as 30% of government employees are women.
- (vii) With five days in schools and colleges, the teachers will have one more day to prepare for their academic work every week. This will benefit as many as 2.5 lakh teachers who constitute more than 40% of the government work-force. This will also allow over five million students to have more free time to study, and also to play. Besides, there will be less pressure on public transport systems. Private schools mostly follow five-day week pattern, and yet the public perception is that they are better than government schools.
- (viii) If implemented along with steps to improve the work-culture, government employees will be more oriented to quality and efficiency than just marking their time. It will also be in tune with the pattern adopted by Government of India and many other states.

10.2.9 In order to control and manage the possible negative consequences of a five-day week, the following measures need to be taken.

- (i) The number of General Holidays in a year should be reduced from 22 to 15 and that of Casual Leave from 15 to 10 as done in Government of India.
- (ii) The number of Restricted Holidays can be increased from 14 to 38, allowing any two to be utilised by an individual employee.
- (iii) Daily working hours can be increased from the present 6 hours 45 minutes to 8 hours; that is, from 9:30 AM to 6:00 PM, with a lunch-break of 30 minutes.
- (iv) Strict monitoring of attendance and punctuality must be ensured, because this single

factor can make or break the whole system. This discipline can be made effective with the help of bio-metric systems of attendance, surprise checks, and above all, through regular scrutiny of actual performance as well as an effective public grievance redressal system.

- (v) Essential service departments and organisations such as police, fire services, health care, water and electricity supply will need to devise a suitable system with a mix of compensatory holidays, incentives, technical improvements in service delivery, and also some necessary increase in working strength and rationalisation of existing working strength.
- (vi) A major exercise needs to be done to restructure the government service delivery systems at all levels. Through re-engineering of processes and adequate IT applications it should be feasible to identify surplus work-force to be re-deployed for strengthening those service-providing units where human interface is more.
- (vii) Government staff should be trained to increase their technical and managerial skills; and should also be made aware of the need to act as responsive service-providers to the citizens.

10.3 The Committee, therefore recommends to introduce FIVE-DAY WORK WEEK in Government. Essential services departments such as police, fire services, health care, water and electricity supplies should continue with the present six-day system till suitable alternate arrangements are worked out



- End of Report -

ANNEXURES

ಅನುಬಂಧ
ANNEXURE 1

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿ

ವಿಷಯ:- ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ ರಚನೆ ಬಗ್ಗೆ.

ಆದೇಶ ಸಂಖ್ಯೆ: ಆಇ 23 ಎಸ್‌ಆರ್‌ಪಿ 2011,
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 15ನೇ ಜೂನ್ 2011

ಮಾನ್ಯ ಮುಖ್ಯಮಂತ್ರಿಗಳು 2011-12ನೇ ಸಾಲಿನ ಆಯವ್ಯಯ ಭಾಷಣದಲ್ಲಿ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಹಲವಾರು ಬೇಡಿಕೆಗಳನ್ನು ಪರಿಗಣಿಸಲು ಒಂದು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯನ್ನು ರಚಿಸಲಾಗುವುದೆಂಬ ಸರ್ಕಾರದ ತೀರ್ಮಾನವನ್ನು ಘೋಷಿಸಿದ್ದಾರೆ.

2. ಅದರಂತೆ, ಕೆಳಕಂಡ ಅಧಿಕಾರಿಗಳನ್ನೊಳಗೊಂಡ ಒಂದು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯನ್ನು ರಚಿಸಲು ಸರ್ಕಾರವು ಹರ್ಷಿಸುತ್ತದೆ:-

- | | |
|---|------------|
| (1) ಶ್ರೀ ಸುಬೀರ್ ಹರಿಸಿಂಗ್, ಭಾ.ಆ.ಸೇ.
ಅಧ್ಯಕ್ಷರು,
ಬೆಂಗಳೂರು ಮಹಾನಗರ ಪ್ರದೇಶಾಭಿವೃದ್ಧಿ ಪ್ರಾಧಿಕಾರ | ಅಧ್ಯಕ್ಷರು |
| (2) ಶ್ರೀ ಎಲ್.ವಿ.ನಾಗರಾಜನ್, ಭಾ.ಆ.ಸೇ.
ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ,
ಆರ್ಥಿಕ ಇಲಾಖೆ | ಸದಸ್ಯರು |
| (3) ಡಾ: ಸುಭಾಷ್ ಚಂದ್ರ ಖುಟೀ, ಭಾ.ಆ.ಸೇ.
ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ,
ಲೋಕೋಪಯೋಗಿ ಇಲಾಖೆ | ಸದಸ್ಯರು |
| (4) ಶ್ರೀ ಅನಿಲ್ ಕುಮಾರ್ ಝಾ, ಭಾ.ಆ.ಸೇ.
ಸರ್ಕಾರದ ಕಾರ್ಯದರ್ಶಿ (ವೆಚ್ಚ)
ಆರ್ಥಿಕ ಇಲಾಖೆ | ಸದಸ್ಯರು |
| (5) ಶ್ರೀ ಹೆಚ್.ಶಶಿಧರ್, ಭಾ.ಆ.ಸೇ. (ನಿವೃತ್ತ) | ಕಾರ್ಯದರ್ಶಿ |

3. ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ ಪರಿಶೀಲನಾರ್ಹ ಅಂಶಗಳು ಈ ಕೆಳಕಂಡಂತಿವೆ:-

- (i) ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರು, ಅನುದಾನಿತ ಶಿಕ್ಷಣ ಸಂಸ್ಥೆಗಳ, ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳ ನೌಕರರು ಹಾಗೂ ವಿಶ್ವವಿದ್ಯಾನಿಲಯಗಳ ಬೋಧಕೇತರ ಸಿಬ್ಬಂದಿಗಳ (ಯುಜಿಸಿ/ಎಐಸಿಟಿಇ/ಐಸಿಎಆರ್ ವೇತನ ಶ್ರೇಣಿ ಹೊಂದಿರುವವರನ್ನು ಹೊರತುಪಡಿಸಿ) ಪ್ರಸ್ತುತ ವೇತನ ರಚನೆಯನ್ನು ಪರಿಶೀಲಿಸಲು ಮತ್ತು ಮರಣ ಹಾಗೂ ನಿವೃತ್ತಿ ಉಪದಾನ ಸೌಲಭ್ಯಗಳನ್ನೊಳಗೊಂಡಂತೆ ಲಭ್ಯವಿರುವ ಎಲ್ಲಾ ಕ್ರೋಢೀಕೃತ ಸೌಲಭ್ಯಗಳನ್ನು ಗಣನೆಗೆ ತೆಗೆದುಕೊಂಡು ಪರಿಶೀಲಿಸುವುದು ಹಾಗೂ ಕಾರ್ಯ ಸಾಧ್ಯವಿರುವ ನೂತನ ವೇತನ ರಚನೆಯನ್ನು ಶಿಫಾರಸ್ಸು ಮಾಡುವುದು.
- (ii) ರಾಜ್ಯ ಸರ್ಕಾರವು ಅಳವಡಿಸಿಕೊಂಡಿರುವ ಪ್ರಸಕ್ತ ಕೇಂದ್ರ ಸರ್ಕಾರದ ತುಟ್ಟಿಭತ್ಯೆಯ ನೀತಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ತುಟ್ಟಿಭತ್ಯೆಯ ಸೂತ್ರವನ್ನು ಪರಿಶೀಲಿಸುವುದು ಮತ್ತು ನಿರ್ಣಯಿಸುವುದು ಹಾಗೂ ಕಾರ್ಯಸಾಧ್ಯವಿರುವ ಬದಲಾವಣೆಗಳನ್ನು ಮಾಡಲು ಸಲಹೆ ನೀಡುವುದು.
- (iii) ಮನೆ ಬಾಡಿಗೆ ಭತ್ಯೆ ಮತ್ತು ನಗರ ಪರಿಹಾರ ಭತ್ಯೆ ಇತ್ಯಾದಿಗಳನ್ನೊಳಗೊಂಡಂತೆ ವಿವಿಧ ಭತ್ಯೆಗಳು ಮತ್ತು ರಜೆ ಪ್ರಯಾಣ ರಿಯಾಯಿತಿ ಮತ್ತು ವೈದ್ಯಕೀಯ ಉಪಚಾರ ಸೌಲಭ್ಯಗಳ ಪ್ರಮಾಣಗಳನ್ನು ಪರಿಶೀಲಿಸುವುದು ಹಾಗೂ ಕಾರ್ಯಸಾಧ್ಯವಿರುವ ಬದಲಾವಣೆಗಳನ್ನು ಮಾಡಲು ಸಲಹೆ ನೀಡುವುದು.
- (iv) ಪ್ರಸ್ತುತ ಜಾರಿಯಲ್ಲಿರುವ ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳನ್ನು ಪರಿಶೀಲಿಸುವುದು ಹಾಗೂ ಕಾರ್ಯ ಸಾಧ್ಯವಿರುವ ಬದಲಾವಣೆಗಳನ್ನು ಮಾಡಲು ಸಲಹೆ ನೀಡುವುದು.
- (v) ರಾಜ್ಯ ಸರ್ಕಾರವು ವಹಿಸುವ ಇತರೇ ವಿಷಯಗಳನ್ನು ಪರಿಶೀಲಿಸುವುದು.

4. ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯು ತನ್ನ ಶಿಫಾರಸ್ಸುಗಳನ್ನು ಮಾಡುವಲ್ಲಿ, ರಾಜ್ಯ ಸರ್ಕಾರದ ಸಂಪನ್ಮೂಲಗಳು ಹಾಗೂ ವಿವಿಧ ಅಭಿವೃದ್ಧಿ ಕಾರ್ಯಕ್ರಮಗಳು ಮತ್ತು ಯೋಜನೆಗಳ ಕುರಿತಾಗಿ ರಾಜ್ಯ ಸರ್ಕಾರದ ಹೊಣೆಗಳು, ಶಾಸನಬದ್ಧ ಮತ್ತು ಕ್ರಮಬದ್ಧ ಕಾರ್ಯಗಳು, ಋಣ ಸೇವಾ ನಿರ್ವಹಣೆಗಳು ಮತ್ತು ವಿತ್ತೀಯ ಹೊಣೆಗಾರಿಕೆ ನಿರ್ವಹಣೆ ಅಧಿನಿಯಮದ ಒಟ್ಟಾರೆ ಅಧಿಕಾರ ವ್ಯಾಪ್ತಿಯೊಳಗೆ ಬರುವ ಅಭಿವೃದ್ಧಿಯೇತರ ಅಗತ್ಯತೆಗಳನ್ನು ಗಮನದಲ್ಲಿರಿಸಬೇಕಾಗುತ್ತದೆ.

5. ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯು ತನ್ನದೇ ಆದ ಕಾರ್ಯವಿಧಾನಗಳನ್ನು ರೂಪಿಸಿಕೊಳ್ಳುವುದು ಮತ್ತು ಪರಿಶೀಲನಾರ್ಹ ಅಂಶಗಳಿಗಾಗಿ ಅಗತ್ಯವಿರುವ ಮಾಹಿತಿ ಮತ್ತು ದಾಖಲೆಗಳನ್ನು ವಿವಿಧ ಇಲಾಖೆಗಳಿಂದ ತರಿಸಿಕೊಳ್ಳುವುದು.

6. ಸರ್ಕಾರದ ಎಲ್ಲಾ ಇಲಾಖೆಗಳು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯು ಬಯಸುವ ಎಲ್ಲಾ ಮಾಹಿತಿ ಮತ್ತು ದಾಖಲೆಗಳನ್ನು ಮತ್ತು ಇತರ ಸಹಾಯವನ್ನು ಒದಗಿಸುವುದು. ಸೇವಾ ಸಂಘಗಳು, ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳು, ಅನುದಾನಿತ ಸಂಸ್ಥೆಗಳು ಮತ್ತು ಇತರ ಸಂಬಂಧಪಟ್ಟವರು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಗೆ ಪೂರ್ಣ ಸಹಕಾರ ಮತ್ತು ಸಹಾಯವನ್ನು ನೀಡುತ್ತವೆ ಎಂದು ಸರ್ಕಾರವು ನಿರೀಕ್ಷಿಸುತ್ತದೆ.

7. ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯು ತನ್ನ ವರದಿಯನ್ನು ಒಂಬತ್ತು ತಿಂಗಳೊಳಗಾಗಿ ಸಲ್ಲಿಸುವುದು.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆದೇಶಾನುಸಾರ
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ


(ಸುಂದರ ಶಾಹ/ಗುಪ್ತ)

ಸರ್ಕಾರದ ಉಪಕಾರ್ಯದರ್ಶಿ
ಆರ್ಥಿಕ ಇಲಾಖೆ (ನೇವೆಗಳು-2)

ಸಂಕಲನಕಾರರು, ಕರ್ನಾಟಕ ಗೆಜೆಟ್, ಮುಂದಿನ ಪ್ರಕಟಣೆಯಲ್ಲಿ ಪ್ರಕಟಿಸುವುದಕ್ಕಾಗಿ ಹಾಗೂ 500 ಪ್ರತಿಗಳನ್ನು ಆರ್ಥಿಕ ಇಲಾಖೆಗೆ ಸರಬರಾಜು ಮಾಡಲು.

ಇವರಿಗೆ:

1. ಸರ್ಕಾರದ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿ/ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು
2. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು/ ಕಾರ್ಯದರ್ಶಿಗಳು.
3. ಇಲಾಖಾ ಮುಖ್ಯಾಧಿಕಾರಿಗಳು
4. ಜಿಲ್ಲೆಗಳ ಜಿಲ್ಲಾಧಿಕಾರಿಗಳು.
5. ಪ್ರಾದೇಶಿಕ ಆಯುಕ್ತರು, ಬೆಂಗಳೂರು/ಮೈಸೂರು/ಬೆಳಗಾವಿ/ಗುಲ್ಬರ್ಗ
6. ಜಿಲ್ಲಾ ಪಂಚಾಯತ್‌ಗಳ ಮುಖ್ಯ ಕಾರ್ಯನಿರ್ವಾಹಕ ಅಧಿಕಾರಿಗಳು.
7. ಪ್ರಧಾನ ಮಹಾಲೇಖಪಾಲರು (ಸಿವಿಲ್ ಮತ್ತು ವಾಣಿಜ್ಯ ಲೆಕ್ಕಪರಿಶೋಧನೆ), ಕರ್ನಾಟಕ, ಬೆಂಗಳೂರು.
8. ಮಹಾಲೇಖಪಾಲರು (ಕಂದಾಯ ಸ್ವೀಕೃತಿ ಮತ್ತು ಕಾಮಗಾರಿಗಳು ಮತ್ತು ಅರಣ್ಯ ಲೆಕ್ಕಪರಿಶೋಧನೆ), ಕರ್ನಾಟಕ, ಬೆಂಗಳೂರು.
9. ಮಹಾಲೇಖಪಾಲರು (ಲೆಕ್ಕಗಳು ಮತ್ತು ಹಕ್ಕುಗಳು), ಕರ್ನಾಟಕ, ಬೆಂಗಳೂರು.
10. ರಿಜಿಸ್ಟ್ರಾರ್, ಕರ್ನಾಟಕ ಉಚ್ಚ ನ್ಯಾಯಾಲಯ, ಬೆಂಗಳೂರು.
11. ರಿಜಿಸ್ಟ್ರಾರ್, ಕರ್ನಾಟಕ ಲೋಕಾಯುಕ್ತ, ಬೆಂಗಳೂರು.
12. ರಿಜಿಸ್ಟ್ರಾರ್, ಕರ್ನಾಟಕ ಆಡಳಿತ ನ್ಯಾಯಮಂಡಳಿ, ಬೆಂಗಳೂರು.
13. ಕಾರ್ಯದರ್ಶಿ, ಕರ್ನಾಟಕ ಲೋಕ ಸೇವಾ ಆಯೋಗ, ಬೆಂಗಳೂರು.
14. ಕಾರ್ಯದರ್ಶಿ, ಕರ್ನಾಟಕ ವಿಧಾನ ಸಭೆ/ವಿಧಾನ ಪರಿಷತ್ತು, ಬೆಂಗಳೂರು.
15. ಖಜಾನೆ ಅಧಿಕಾರಿ, ರಾಜ್ಯ ಹುಜೂರು ಖಜಾನೆ/ಜಿಲ್ಲಾ ಖಜಾನೆಗಳು.
16. ನಿರ್ದೇಶಕರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಪತ್ರಾಗಾರ ಇಲಾಖೆ, ವಿಶಾಸ ಸೌಧ, ಬೆಂಗಳೂರು.
17. ಪ್ರಾಜೆಕ್ಟ್ ಆಫೀಸರ್, ಹೆಚ್.ಆರ್.ಎಂ.ಎಸ್., ಕೊರಡಿ ಸಂಖ್ಯೆ:145'A', ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು.
18. ಕರ್ನಾಟಕ ಸರ್ಕಾರ ಸಚಿವಾಲಯದ ಎಲ್ಲಾ ಶಾಖೆಗಳು.
19. ಅಧ್ಯಕ್ಷರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಸಂಘ, ಕಬ್ಬನ್ ಉದ್ಯಾನವನ, ಬೆಂಗಳೂರು.
20. ಕರ್ನಾಟಕ ಸರ್ಕಾರ ಸಚಿವಾಲಯದ ಗ್ರಂಥಾಲಯ/ವಿಧಾನ ಮಂಡಲದ ಗ್ರಂಥಾಲಯ.
21. ವಾರಪತ್ರ/ಶಾಖೆಯ ರಕ್ಷಾ ಕಡತ.

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಅಧಿಕೃತ ಅಂತರ್ಜಾಲ ತಾಣ www.finance.kar.nic.in ವೀಕ್ಷಿಸಿ.

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿಗಳು

ವಿಷಯ: ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಗೆ (ಕೊಠಡಿ) ಸ್ಥಳಾವಕಾಶವನ್ನು
ಒದಗಿಸುವ ಬಗ್ಗೆ

ಓದಲಾಗಿದೆ: 1.ಸರ್ಕಾರದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:ಎಫ್‌ಡಿ 23 ಎಸ್‌ಆರ್‌ಪಿ
2011 ದಿನಾಂಕ:15/06/2011.

2.ಸರ್ಕಾರದ ಉಪ ಕಾರ್ಯದರ್ಶಿ, ಆರ್ಥಿಕ ಇಲಾಖೆ(ಸೇವೆಗಳು-2)
ಇವರ ಅನಧಿಕೃತ ಟಿಪ್ಪಣಿ ಸಂಖ್ಯೆ:ಆಇ 23 ಎಸ್‌ಆರ್‌ಪಿ
2011 ದಿನಾಂಕ:16/06/2011.

ಪ್ರಸ್ತಾವನೆ:-

ಮೇಲೆ ಕ್ರಮ ಸಂಖ್ಯೆ (1)ರಲ್ಲಿ ಓದಲಾದ ಸರ್ಕಾರದ
ಅದೇಶದನ್ವಯ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಬೇಡಿಕೆಗಳನ್ನು ಪರಿಗಣಿಸುವ
ಸಲುವಾಗಿ ಸರ್ಕಾರವು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯನ್ನು ರಚಿಸಿದೆ.
ಅದರಂತೆ ರಚಿಸಲಾಗಿರುವ ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ
ಕಾರ್ಯನಿರ್ವಹಣೆಗೆ ಅನುಕೂಲವಾಗುವಂತೆ ವಿಧಾನಸೌಧದ 2ನೇ
ಮಹಡಿಯಲ್ಲಿರುವ ಕೊಠಡಿ ಸಂಖ್ಯೆ 201 ಮತ್ತು 263ಗಳನ್ನು ಸಮಿತಿಯ
ಅಧ್ಯಕ್ಷರು, ಸದಸ್ಯರು ಮತ್ತು ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಕೂಡಲೇ ಹಂಚಿಕೆ
ಮಾಡುವಂತೆ ಮೇಲೆ ಓದಲಾದ ಉಲ್ಲೇಖ(2)ರ ಅನಧಿಕೃತ ಟಿಪ್ಪಣಿಯಲ್ಲಿ
ಸರ್ಕಾರದ ಉಪ ಕಾರ್ಯದರ್ಶಿ, ಆರ್ಥಿಕ ಇಲಾಖೆ (ಸೇವೆಗಳು-2)ರವರು
ಕೋರಿರುತ್ತಾರೆ. ಅದರಂತೆ, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ
ಕಾರ್ಯನಿರ್ವಹಣೆಗೆ ಅನುಕೂಲ ಮಾಡಿಕೊಡುವ ಸಲುವಾಗಿ
ವಿಧಾನಸೌಧದಲ್ಲಿ ಮಾನ್ಯ ಸಚಿವರುಗಳಿಗೆ ಯಾಗೂ ಅವರ ಸಿಬ್ಬಂದಿ
ವರ್ಗಕ್ಕೆ ಮೀಸಲಿಟ್ಟಿರುವ ಕೊಠಡಿಗಳಲ್ಲಿ ಒಂದು ಕೊಠಡಿಯನ್ನು ಅಧಿಕಾರಿ
ವೇತನ ಸಮಿತಿಗೆ ತಾತ್ಕಾಲಿಕವಾಗಿ ಹಂಚಿಕೆ ಮಾಡುವ ಬಗ್ಗೆ ಪರಿಶೀಲಿಸಿ
ಈ ಕೆಳಕಂಡಂತೆ ಆದೇಶಿಸಿದೆ:-

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಸಿಆಸುಇ 122 ಡಿಬಿಎಂ 2011,

ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 02-07-2011,

ಪ್ರಸ್ತಾವನೆಯಲ್ಲಿ ವಿವರಿಸಿರುವ ಕಾರಣಗಳ ಹಿನ್ನೆಲೆಯಲ್ಲಿ
ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷರು, ಸದಸ್ಯರು ಮತ್ತು ಸಿಬ್ಬಂದಿಗಳಿಗೆ

ವಿಧಾನಸೌಧ ಕಟ್ಟಡದ ಎರಡನೇ ಮಹಡಿಯ ಕೊಠಡಿ ಸಂಖ್ಯೆ:201, ಮತ್ತು 263ಗಳನ್ನು ತಕ್ಷಣದಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ಹಾಗೂ ಮುಂದಿನ ಆದೇಶದವರೆಗೆ ಹಂಚಿಕೆ ಮಾಡಲಾಗಿದೆ. ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ ಕಾರ್ಯವು ಮುಗಿದ ನಂತರ ಸದರಿ ಕೊಠಡಿಗಳನ್ನು ಸಿಆಸುಇ (ಕಾರ್ಯಕಾರಿ)ಯ ವಶಕ್ಕೆ ನೀಡತಕ್ಕದ್ದು.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆಜ್ಞಾನುಸಾರ
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ.

(ಕೆ.ಎಸ್. ಮಂಜುನಾಥ್)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ

ಸಿಆಸುಇ (ಕಾರ್ಯಕಾರಿ)
ಬೆಂಗಳೂರು

೧.

1. ಮಾನ್ಯ ಮುಖ್ಯ ಮಂತ್ರಿಯವರ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ವಿಧಾನಸೌಧ.
2. ಸರ್ಕಾರದ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳ ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು, ವಿಧಾನಸೌಧ.
3. ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು, ವಿಧಾನಸೌಧ
4. ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳು/ಕಾರ್ಯದರ್ಶಿಗಳು
5. ಅಧ್ಯಕ್ಷರು, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ, ಬೆಂಗಳೂರು.
- ✓ 6. ಸದಸ್ಯರು, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ, ಬೆಂಗಳೂರು.
7. ಕಾರ್ಯದರ್ಶಿ, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ, ಬೆಂಗಳೂರು
8. ಸರ್ಕಾರದ ಉಪ ಕಾರ್ಯದರ್ಶಿ. ಆರ್ಥಿಕ ಇಲಾಖೆ (ಸೇವೆಗಳು-2)
9. ಕಾರ್ಯಪಾಲಕ ಅಭಿಯಂತರರು, ಸಂ.1. ಕಟ್ಟಡಗಳ ವಿಭಾಗ, ಲೋಕೋಪಯೋಗಿ ಇಲಾಖೆ, ಎಸ್.ಜಿ.ಪಿ ಆವರಣ. ಬೆಂಗಳೂರು.
10. ಸಹಾಯಕ ಕಾರ್ಯಪಾಲಕ ಅಭಿಯಂತರರು. ಸಂ.2, ಕಟ್ಟಡಗಳ ಉಪ ವಿಭಾಗ, ಲೋಕೋಪಯೋಗಿ ಇಲಾಖೆ, ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು.
11. ಸಹಾಯಕ ಕಾರ್ಯಪಾಲಕ ಅಭಿಯಂತರರು, ಸಂ.5, ವಿದ್ಯುತ್ ಉಪ ವಿಭಾಗ, ಲೋಕೋಪಯೋಗಿ ಇಲಾಖೆ, ವಿಧಾನಸೌಧ.
12. ಮೇಲ್ವಿಚಾರಕರು, ಸಿಆಸುಇ (ಕಾರ್ಯಕಾರಿ-ಎ) ವಿಧಾನಸೌಧ/ ವಿಕಾಸಸೌಧ/ ಬಹುಮಹಡಿ ಕಟ್ಟಡ.
13. ಶಾಖಾ ರಕ್ಷಾ ಕಡತ/ಕಚೇರಿ ಪ್ರತಿ

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿಗಳು

ವಿಷಯ : ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಗೆ ಹುದ್ದೆಗಳನ್ನು ಸೃಜಿಸುವ ಬಗ್ಗೆ

- ಓದಲಾಗಿದೆ : 1) ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ ಎಫ್‌ಡಿ 23 ಎಸ್‌ಆರ್‌ಪಿ 2011
ದಿನಾಂಕ 15-6-2011.
- 2) ಅಧಿಕೃತ ಜ್ಞಾಪನ ಸಂಖ್ಯೆ ಎಫ್‌ಡಿ 23 ಎಸ್‌ಆರ್‌ಪಿ 2011
ದಿನಾಂಕ 20-6-2011.

* * * * *

ಪ್ರಸ್ತಾವನೆ :

ಮಾನ್ಯ ಮುಖ್ಯಮಂತ್ರಿಗಳು 2011-12ನೇ ಸಾಲಿನ ಆಯವ್ಯಯ ಭಾಷಣದಲ್ಲಿ ಘೋಷಿಸಿರುವಂತೆ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಬೇಡಿಕೆಗಳನ್ನು ಪರಿಗಣಿಸಲು ಒಂದು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯನ್ನು ರಚಿಸುವ ಬಗ್ಗೆ ಆದೇಶವನ್ನು ಮೇಲೆ ಕ್ರಮ ಸಂಖ್ಯೆ (1)ರಲ್ಲಿ ಓದಲಾದ ದಿನಾಂಕ 15-6-2011ರ ಸರ್ಕಾರಿ ಆದೇಶದಲ್ಲಿ ಹೊರಡಿಸಲಾಗಿದೆ ಹಾಗೂ ಈ ಸಮಿತಿಗೆ ತನ್ನ ವರದಿಯನ್ನು ಸಲ್ಲಿಸಲು 9 ತಿಂಗಳುಗಳ ಕಾಲಮಿತಿಯನ್ನು ನಿಗದಿಪಡಿಸಲಾಗಿದೆ.

ಆರ್ಥಿಕ ಇಲಾಖೆಯು ಮೇಲೆ ಕ್ರಮ ಸಂಖ್ಯೆ (2)ರಲ್ಲಿ ಓದಲಾದ ದಿನಾಂಕ 20-6-2011ರ ಅಧಿಕೃತ ಜ್ಞಾಪನದಲ್ಲಿ ಮೇಲ್ಕಂಡ ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಗೆ ಲಿಪಿಕ ಸಹಾಯ ನೀಡಲು ವಿವಿಧ ವೃಂದದ ಒಟ್ಟು 8 ಹುದ್ದೆಗಳನ್ನು ಸಮಿತಿಯ ಕೆಲಸ ಕೊನೆಗೊಳ್ಳುವವರೆವಿಗೆ ಸೃಜಿಸಲು ಕೂಡಲೇ ಕ್ರಮ ತೆಗೆದುಕೊಳ್ಳುವಂತೆ ಕೋರಲಾಗಿರುತ್ತದೆ.

ಅದರಂತೆ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಕೂಲಂಕಷವಾಗಿ ಪರಿಶೀಲಿಸಿದ್ದು ಕೆಳಕಂಡಂತೆ ಆದೇಶಿಸಲಾಗಿದೆ.

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ ಸಿಆಸುಇ 346 ಸಅಸೇ 2011
ಬೆಂಗಳೂರು, ದಿನಾಂಕ 30ನೇ ಜೂನ್ 2011.

ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಬೇಡಿಕೆಗಳನ್ನು ಪರಿಗಣಿಸಲು ಶ್ರೀ ಸುಭೀರ್ ಹರಿಸಿಂಗ್, ಐ.ಎ.ಎಸ್. ಇವರ ಅಧ್ಯಕ್ಷತೆಯಲ್ಲಿ ರಚಿಸಲಾಗಿರುವ ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಗೆ ಲಿಪಿಕ ಸಹಾಯ ನೀಡಲು ಈ ಕೆಳಕಂಡ ಹುದ್ದೆಗಳನ್ನು ತಕ್ಷಣದಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ ಹಾಗೂ ಸಮಿತಿಯ ಕೆಲಸ ಕೊನೆಗೊಳ್ಳುವವರೆವಿಗೆ ತಾತ್ಕಾಲಿಕವಾಗಿ ಸೃಜಿಸಲು ಮಂಜೂರಾತಿ ನೀಡಲಾಗಿದೆ.

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳು	ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ
1)	ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ	1
2)	ಸಹಾಯಕ ನಿರ್ದೇಶಕರು (ಸಾಂಖ್ಯಿಕ)	1
3)	ಸಹಾಯಕರು	2
4)	ಡಾಟಾ ಎಂಟ್ರಿ ಆಪರೇಟರ್	1
5)	ಶೀಘ್ರಲಿಪಿಗಾರರು	1
6)	ದಲಾಯತ್	1
7)	ವಾಹನ ಚಾಲಕರು	1
	ಒಟ್ಟು	8

-- 2 --

ಈ ಸಂಬಂಧದ ಖರ್ಚು ವೆಚ್ಚಗಳನ್ನು ಲೆಕ್ಕಶೀರ್ಷಿಕೆ "2052-00-090-0-23-ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ" - ಇದರಲ್ಲಿ ಭರಿಸತಕ್ಕದ್ದು ಹಾಗೂ ಈ ಲೆಕ್ಕ ಶೀರ್ಷಿಕೆಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಹಣ ತೆಗೆಯುವ ಮತ್ತು ವಿತರಿಸುವ ಅಧಿಕಾರವನ್ನು ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ, ಸಿಬ್ಬಂದಿ ಮತ್ತು ಆಡಳಿತ ಸುಧಾರಣಾ ಇಲಾಖೆ (ಲೆಕ್ಕಪತ್ರ) ಇವರಿಗೆ ವಹಿಸಲಾಗಿದೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆಜ್ಞಾನುಸಾರ
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ

ಎ.ಆರ್.ಎ.ಶಿವ
(ಎ.ಆರ್. ವಿಜಯಾನಂದ ಶರ್ಮ)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ

ಸಿ.ಆ.ಸು. ಇಲಾಖೆ (ಸೇವೆಗಳು-3)

ಇವರಿಗೆ :

- 1) ಸಂಕಲನಕಾರರು, ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ, ಬೆಂಗಳೂರು.
- 2) ಮಹಾಲೇಖಪಾಲರು (ಲೆಕ್ಕಪತ್ರ) / (ಲೆಕ್ಕಪರಿಶೋಧನೆ), ಕರ್ನಾಟಕ, ಬೆಂಗಳೂರು.
- 3) ಸರ್ಕಾರದ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು : ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳು, ಬೆಂಗಳೂರು.
- 4) ಮುಖ್ಯಮಂತ್ರಿಯವರ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ/ಕಾರ್ಯದರ್ಶಿ, ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು.
- 5) ಸರ್ಕಾರದ ಎಲ್ಲಾ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ / ಕಾರ್ಯದರ್ಶಿಗಳು, ಬೆಂಗಳೂರು.
- 6) ನಿರ್ದೇಶಕರು, ರಾಜ್ಯ ಹುಜೂರ್ ಖಜಾನೆ, ಬೆಂಗಳೂರು.
- 7) ಸರ್ಕಾರದ ಉಪ ಕಾರ್ಯದರ್ಶಿ, ಸಿ.ಆ.ಸು. ಇಲಾಖೆ (ಸೇವೆಗಳು) / (ಕಾರ್ಯಕಾರಿ) / (ಆಡಳಿತ) ಆರ್ಥಿಕ ಇಲಾಖೆ (ಸೇವೆಗಳು-2), ಬೆಂಗಳೂರು.
- 8) ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ, ಸಿ.ಆ.ಸು. ಇಲಾಖೆ (ಲೆಕ್ಕಪತ್ರ, 1 / 2 : ಐಆರ್‌ಎಲ್‌ಎ) (ಕಾರ್ಯಕಾರಿ) / ಆಡಳಿತ / ಸಿಬ್ಬಂದಿ / ಆರ್ಥಿಕ ಇಲಾಖೆ (ಸೇವೆಗಳು-2) ಬೆಂಗಳೂರು.
- 9) ಶಾಖಾ ರಕ್ಷಕ ಕಡತ : ಹೆಚ್ಚುವರಿ ಪ್ರತಿ.

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನಡವಳಿಗಳು

ವಿಷಯ:- ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಗೆ ಕಾರ್ಯದರ್ಶಿಯವರನ್ನು
ನೇಮಿಸುವ ಬಗ್ಗೆ

- ಉಲ್ಲೇಖ:-1) ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಎಫ್‌ಡಿ 23 ಎಸ್‌ಆರ್‌ಪಿ2011 ದಿನಾಂಕ:15-06-2011,
2) ಸರ್ಕಾರಿ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:ಆ.ಇ.701 ವೆಚ್ಚ-12/11,ದಿನಾಂಕ:30-07-2011

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ಪ್ರಸ್ತಾವನೆ:

ಉಲ್ಲೇಖಿತ ಸರ್ಕಾರಿ ಆದೇಶ 1) ರಲ್ಲಿ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಹಲವಾರು ಬೇಡಿಕೆಗಳನ್ನು ಪರಿಗಣಿಸಲು ಒಂದು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯನ್ನು ರಚಿಸಲಾಗಿದೆ. ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯು ಈಗಾಗಲೇ ಕಾರ್ಯಾರಂಭಮಾಡಿದ್ದು ಹಲವು ನಿರ್ದಿಷ್ಟ ವಿಷಯಗಳ ಬಗ್ಗೆ ಅಂಕಿ ಅಂಶ ಹಾಗೂ ಮಾಹಿತಿಯನ್ನು ವಿಶ್ಲೇಷಿಸಲು ಸರ್ಕಾರದಲ್ಲಿ ಆಡಳಿತ ಮತ್ತು ಸಿಬ್ಬಂದಿ, ವೇತನ ಆಯೋಗ ಮತ್ತು ಸಮಿತಿಗಳು ಹಾಗೂ ಇನ್ನಿತರ ಸ್ವಾಯತ್ತ ಸಂಸ್ಥೆಗಳಲ್ಲಿ ಸೇವೆ ಸಲ್ಲಿಸಿರುವ ಹಾಗೂ ಸಲ್ಲಿಸುತ್ತಿರುವ ವಿಶೇಷವಾಗಿ ವೇತನ ಪರಿಷ್ಕರಣೆ, ಆರ್ಥಿಕ ಹಾಗೂ ಆಡಳಿತ ವಿಷಯಗಳಲ್ಲಿ ಪರಿಣತಿ ಹೊಂದಿರುವ ತಜ್ಞರನ್ನು ಗುರುತಿಸಿ ಸಮಾಲೋಚಕರನ್ನಾಗಿ ನೇಮಕ ಮಾಡಲು ತೀರ್ಮಾನಿಸಿರುತ್ತದೆ.

ಉಲ್ಲೇಖ:2) ರ ಅಧಿಸೂಚನೆಯಲ್ಲಿ ಇದನ್ನು ಗಮನದಲ್ಲಿರಿಸಿ ಗುರುತಿಸಲಾದ ತಜ್ಞರುಗಳನ್ನು ನೇಮಕ ಮಾಡಲು ಕರ್ನಾಟಕ ಸಾರ್ವಜನಿಕ ಸಂಗ್ರಹಣೆಗಳಲ್ಲಿ ಪಾರದರ್ಶಕತೆ ಅಧಿನಿಯಮ 1999 ರ ಕಲಂ:4(ಜಿ) ಅಡಿಯಲ್ಲಿ ವಿನಾಯಿತಿ ನೀಡಲಾಗಿದೆ ಹಾಗೂ ಸಮಾಲೋಚನಾ ಶುಲ್ಕವನ್ನು ನಿಗದಿಪಡಿಸಲಾಗಿದೆ.

ಮೇಲಿನ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಈ ಕೆಳಕಂಡಂತೆ ಆದೇಶ ಹೊರಡಿಸಲಾಗಿದೆ.

ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಆ.ಇ. 07 ಒಪಿಸಿ 2011(iv),ದಿನಾಂಕ:06-09-2011

ಶ್ರೀ.ಎಚ್. ಶಶಿಧರ್ ನಿವೃತ್ತ ಅಖಿಲ ಭಾರತ ಸೇವಾ ಅಧಿಕಾರಿ ಇವರನ್ನು ದಿನಾಂಕ:01-07-2011 ರಿಂದ ಪೂರ್ವಾನ್ವಯವಾಗಿ ಜಾರಿಗೆ ಬರುವಂತೆ ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ ಕಾರ್ಯದರ್ಶಿಯಾಗಿ ಈ ಕೆಳಕಂಡ ಷರತ್ತುಗಳಿಗೊಳಪಟ್ಟು ನೇಮಿಸಲಾಗಿದೆ.

ಷರತ್ತುಗಳು:

- 1) ಶ್ರೀ.ಎಚ್.ಶಶಿಧರ್ ಇವರ ಮಾಸಿಕ ಸಮಾಲೋಚನಾ ಶುಲ್ಕ ರೂ.80000/- ಇರುತ್ತದೆ.
- 2) ಇದಲ್ಲದೆ, ಸರ್ಕಾರದ ಕಾರ್ಯದರ್ಶಿಗಳಿಗೆ ಇರುವಂತೆ ವಾಹನ ಸೌಕರ್ಯ, ಗೃಹ ದೂರವಾಣಿ, ಮೊಬೈಲ್ ವೆಚ್ಚ ಹಾಗೂ ವೃತ್ತ ಪತ್ರಿಕೆ ವೆಚ್ಚಗಳನ್ನು ಸಹಾ ಪಡೆಯಲು ಅರ್ಹರಿರುತ್ತಾರೆ.
- 3) ಕಾರ್ಯದರ್ಶಿಯವರ ಸೇವಾವಧಿಯು ದಿನಾಂಕ:31-03-2012 ರ ವರೆಗೆ ಅಥವಾ ಸಮಿತಿಯ ಅವಧಿಯ ಅಂತ್ಯದವರೆಗೆ ಇವುಗಳಲ್ಲಿ ಯಾವುದು ಮೊದಲೋ ಅಲ್ಲಿಯವರೆಗೆ ಮಾತ್ರ ಇರುತ್ತದೆ.
- 4) ಒಂದು ವೇಳೆ ಸಮಿತಿಯ ಕೆಲಸಕ್ಕಾಗಿ ಹೊರ ಜಿಲ್ಲೆಗಳಿಗೆ ಅಥವಾ ನೆರೆ ರಾಜ್ಯಗಳಿಗೆ ಪ್ರವಾಸ ಕೈಗೊಂಡಲ್ಲಿ ಅವರುಗಳ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿ ನೀಡಲ್ಪಡುವ ಪ್ರಯಾಣ ಭತ್ಯೆ ಮತ್ತು ದಿನಭತ್ಯೆ ಹಾಗೂ ಇನ್ನಿತರ ಸೌಲಭ್ಯಗಳನ್ನು ಪಡೆಯಲು ಅರ್ಹರಿರುತ್ತಾರೆ.

-2-

- 5) ಸಮಾಲೋಚಕರ ನೇಮಕಾತಿಗೆ ಸಂಬಂಧಪಟ್ಟಂತೆ ಕರ್ನಾಟಕ ಸಂಗ್ರಹಣೆಗಳಲ್ಲಿ ಪಾರದರ್ಶಕತೆ ಅಧಿನಿಯಮದಡಿ ರಿಯಾಯಿತಿ ಪಡೆಯಲಾಗಿದೆ. (ಆರ್ಥಿಕ ಇಲಾಖೆಯ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:ಆಇ 701 ವೆಚ್ಚ-12/11 ದಿನಾಂಕ:30-07-2011, ಮತ್ತು ಸಂಖ್ಯೆ:ಆಇ 717 ವೆಚ್ಚ-12/11 ದಿನಾಂಕ:18-08-2011)

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆದೇಶಾನುಸಾರ
ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ


(ಸುಂದರ ರಾಜ್ ಗುಪ್ತ)

ಸರ್ಕಾರದ ಉಪ ಕಾರ್ಯದರ್ಶಿ,
ಆರ್ಥಿಕ ಇಲಾಖೆ, (ಸೇವೆಗಳು-2) ಹಾಗೂ
ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011

ಇವರಿಗೆ:

- 1) ಮಹಾಲೇಖಪಾಲರು, ಕರ್ನಾಟಕ (ಲೆಕ್ಕ ಮತ್ತು ಪರಿಶೋಧನೆ) ಬೆಂಗಳೂರು
- 2) ಜಂಟಿ ನಿರ್ದೇಶಕರು, ರಾಜ್ಯ ಹುಜೂರ್ ಖಜಾನೆ, ಬೆಂಗಳೂರು
- 3) ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಆರ್ಥಿಕ ಇಲಾಖೆ, ಬೆಂಗಳೂರು
- 4) ಕಾರ್ಯದರ್ಶಿ, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ, ವಿಧಾನಸೌಧ, ಬೆಂಗಳೂರು
- 5) ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ ಸಿ ಆ ಸು ಇ ಲೆಕ್ಕಪತ್ರ-1 ಮತ್ತು 2
- 6) ಕಛೇರಿ ಪ್ರತಿ

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂಖ್ಯೆ: ಆಇ: 07 ಒಪಿಸಿ 2011

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,
ವಿಧಾನಸೌಧ,
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 01-08-2011

ಅಧಿಕೃತ ಜ್ಞಾಪನ

ವಿಷಯ:- ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಗೆ ಸಮಾಲೋಚಕರನ್ನು
ನೇಮಿಸುವ ಬಗ್ಗೆ

ಉಲ್ಲೇಖ:- ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಎಫ್‌ಡಿ 23 ಎಸ್‌ಆರ್‌ಪಿ 2011 ದಿನಾಂಕ: 15-06-2011

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ಉಲ್ಲೇಖಿತ ಸರ್ಕಾರಿ ಆದೇಶದಲ್ಲಿ ರಾಜ್ಯ ಸರ್ಕಾರಿ ನೌಕರರ ಹಲವಾರು ಬೇಡಿಕೆಗಳನ್ನು ಪರಿಗಣಿಸಲು ಒಂದು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯನ್ನು ರಚಿಸಲಾಗಿದೆ. ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯು ಈಗಾಗಲೇ ಕಾರ್ಯಾರಂಭಮಾಡಿದ್ದು ಹಲವು ನಿರ್ದಿಷ್ಟ ವಿಷಯಗಳ ಬಗ್ಗೆ ಅಂಕಿ ಅಂಶ ಹಾಗೂ ಮಾಹಿತಿಯನ್ನು ವಿಶ್ಲೇಷಿಸಲು ಸರ್ಕಾರದಲ್ಲಿ ಆಡಳಿತ ಮತ್ತು ಸಿಬ್ಬಂದಿ, ವೇತನ ಆಯೋಗ ಮತ್ತು ಸಮಿತಿಗಳು ಹಾಗೂ ಇನ್ನಿತರೆ ಸ್ವಾಯತ್ತ ಸಂಸ್ಥೆಗಳಲ್ಲಿ ಸೇವೆ ಸಲ್ಲಿಸಿರುವ ಹಾಗೂ ಸಲ್ಲಿಸುತ್ತಿರುವ ವಿಶೇಷವಾಗಿ ಆರ್ಥಿಕ ಹಾಗೂ ಆಡಳಿತ ವಿಷಯಗಳಲ್ಲಿ ಪರಿಣತಿ ಹೊಂದಿರುವ ತಜ್ಞ ವ್ಯಕ್ತಿಗಳನ್ನು ಗುರುತಿಸಿ ಸಮಾಲೋಚಕರನ್ನಾಗಿ ನೇಮಕ ಮಾಡಲು ತೀರ್ಮಾನಿಸಿರುತ್ತದೆ. ಇದನ್ನು ಗಮನದಲ್ಲಿರಿಸಿ ಈ ಕೆಳಕಂಡ ತಜ್ಞ ವ್ಯಕ್ತಿಗಳನ್ನು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ ಸಮಾಲೋಚಕರನ್ನಾಗಿ ಈ ಕೆಳಕಂಡ ಷರತ್ತುಗಳಿಗೊಳಪಟ್ಟು ನೇಮಿಸಲಾಗಿದೆ.

- 1) ಶ್ರೀ.ಬಿ.ಜಿ.ಕೃಷ್ಣಮೂರ್ತಿ
- 2) ಶ್ರೀ.ಕೆ.ಆರ್.ರಾಮದುರ್ಗ
- 3) ಶ್ರೀ.ಎಂ.ಆರ್.ಸತ್ಯನಾರಾಯಣ ರಾವ್

ಷರತ್ತುಗಳು:

- 1) ಶ್ರೀ.ಬಿ.ಜಿ.ಕೃಷ್ಣಮೂರ್ತಿ ಸಮಾಲೋಚಕರು, ಇವರ ಮಾಸಿಕ ಸಮಾಲೋಚನಾ ಶುಲ್ಕ ರೂ.45000/- (ಸಾರಿಗೆ ವೆಚ್ಚ ಒಳಗೊಂಡಂತೆ)
- 2) ಶ್ರೀ.ಕೆ.ಆರ್.ರಾಮದುರ್ಗ ಸಮಾಲೋಚಕರು ಇವರ ಮಾಸಿಕ ಸಮಾಲೋಚನಾ ಶುಲ್ಕ ರೂ.40000/-
- 3) ಶ್ರೀ.ಎಂ.ಆರ್.ಸತ್ಯನಾರಾಯಣ ರಾವ್, ಸಮಾಲೋಚಕರು ಇವರ ಮಾಸಿಕ ಸಮಾಲೋಚನಾ ಶುಲ್ಕ ರೂ.35000/- (ಸಾರಿಗೆ ವೆಚ್ಚ ಒಳಗೊಂಡಂತೆ)
- 4) ಸಮಾಲೋಚಕರ ಸೇವಾವಧಿಯು 9 ತಿಂಗಳು ಅಥವಾ ಸಮಿತಿಯ ಅಂತ್ಯದವರೆಗೆ ಇವುಗಳಲ್ಲಿ ಯಾವುದು ಮೊದಲೋ ಅಲ್ಲಿಯವರೆಗೆ ಮಾತ್ರ ಇರುತ್ತದೆ.
- 5) ಪ್ರತಿಯೊಬ್ಬ ಸಮಾಲೋಚಕರ ಕಾರ್ಯಬಾಹುಳ್ಯ ಹಾಗೂ ನಿರ್ವಹಿಸಬೇಕಾದ ಕೆಲಸದ ವಿವರ ಮತ್ತು ಜವಾಬ್ದಾರಿಗಳನ್ನು ಪ್ರತ್ಯೇಕವಾಗಿ ಹೊರಡಿಸಲಾಗುವುದು.
- 6) ನೇಮಿಸಲ್ಪಡುವ ಸಮಾಲೋಚಕರು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ ಕಾರ್ಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದ ಯಾವುದೇ ಕೆಲಸವನ್ನು ನಿರ್ವಹಿಸತಕ್ಕದ್ದು.
- 7) ಸಮಾಲೋಚಕರುಗಳು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿಯ ಕಾರ್ಯದರ್ಶಿಯವರ ಮೇಲ್ವಿಚಾರಣೆಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುವರು.
- 8) ಒಂದು ವೇಳೆ ಸಮಿತಿಯ ಕೆಲಸಕ್ಕಾಗಿ ಹೊರ ಜಿಲ್ಲೆಗಳಿಗೆ ಅಥವಾ ನೆರೆ ರಾಜ್ಯಗಳಿಗೆ ಪ್ರವಾಸ ಕೈಗೊಂಡಲ್ಲಿ ಅವರುಗಳ ಸಮಾನಾಂತರ ಹುದ್ದೆಗಳಲ್ಲಿ ನೀಡಲ್ಪಡುವ ಪ್ರಯಾಣ ಭತ್ಯೆ ಮತ್ತು ದಿನಭತ್ಯೆ ಹಾಗೂ ಇನ್ನಿತರೆ ಸೌಲಭ್ಯಗಳನ್ನು ಪಡೆಯಲು ಅರ್ಹರಿರುತ್ತಾರೆ.

- 9) ಸಮಾಲೋಚಕರ ನೇಮಕಾತಿಗೆ ಸಂಬಂಧಪಟ್ಟಂತೆ ಕರ್ನಾಟಕ ಸಂಗ್ರಹಣೆಗಳಲ್ಲಿ ಪಾರದರ್ಶಕತೆ ಅಧಿನಿಯಮದಡಿ ರಿಯಾಯಿತಿ ಪಡೆಯಲಾಗಿದೆ.(ಆರ್ಥಿಕ ಇಲಾಖೆಯ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:ಆಇ 701 ವೆಚ್ಚ-12/11 ದಿನಾಂಕ:30-07-2011)

(ಸುಂದರ ರಾಜ ಗುಪ್ತ)
 ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,
 ಆರ್ಥಿಕ ಇಲಾಖೆ,(ಸೇವೆಗಳು-2) ಹಾಗೂ
 ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011

ಇವರಿಗೆ:

- 1) ಮಹಾಲೇಖಪಾಲರು,ಕರ್ನಾಟಕ (ಲೆಕ್ಕ ಮತ್ತು ಪರಿಶೋಧನೆ) ಬೆಂಗಳೂರು
- 2) ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ,ಆರ್ಥಿಕ ಇಲಾಖೆ, ಬೆಂಗಳೂರು
- 3) ಕಾರ್ಯದರ್ಶಿ,ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ,ವಿಧಾನಸೌಧ,ಬೆಂಗಳೂರು
- 4) ಸಂಬಂಧಪಟ್ಟ ಸಮಾಲೋಚಕರು

ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011ರಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸಿದ ಅಧಿಕಾರಿ, ನೌಕರರ ಹೆಸರು ಹಾಗೂ
ದೂರವಾಣಿ ಸಂಖ್ಯೆ

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹೆಸರು ಮತ್ತು ಪದನಾಮ	ದೂರವಾಣಿ ಸಂಖ್ಯೆ
1	ಎಚ್.ಶಶಿಧರ್ ಕಾರ್ಯದರ್ಶಿ ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:201,2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊ.9900505450
2	ಬಿ.ಜಿ.ಕೃಷ್ಣಮೂರ್ತಿ ಸಮಾಲೋಚಕರು-1 ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ದೂರವಾಣಿ:26322350 ಮೊಬೈಲ್:9449342698
3	ಕೆ.ಆರ್.ರಾಮದುರ್ಗ ಸಮಾಲೋಚಕರು-2 ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ದೂರವಾಣಿ:28387106 ಮೊಬೈಲ್:9448253865
4	ಎಂ.ಆರ್.ಎಸ್. ರಾವ್ ಸಮಾಲೋಚಕರು-3 ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:201, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9900585131
5	ಟಿ.ಶ್ರೀನಿವಾಸ ಮೂರ್ತಿ ಸಮಾಲೋಚಕರು-4 ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9886785204
6	ಸುಂದರ ರಾಜ ಗುಪ್ತ ಸರ್ಕಾರದ ಉಪ ಕಾರ್ಯದರ್ಶಿ, ಆರ್ಥಿಕ ಇಲಾಖೆ(ಸೇವೆಗಳು-2) ಹಾಗೂ ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 2ನೇ ಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9886036137 ಮನೆ :26561584
7	ಕೆ.ಎಸ್.ಗೋಪಾಲಕೃಷ್ಣ ಸರ್ಕಾರದ ಉಪ ಕಾರ್ಯದರ್ಶಿ, ಆರ್ಥಿಕ ಇಲಾಖೆ(ಸೇವೆಗಳು-1) 2ನೇ ಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮನೆ:25454065
8	ಕೆ.ಹೆಚ್.ಶೇಷಗಿರಿ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9482991239 ಮನೆ: 25276247

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹೆಸರು ಮತ್ತು ಪದನಾಮ	ದೂರವಾಣಿ ಸಂಖ್ಯೆ
9	ಎಚ್.ಅನಂತಕುಮಾರ್, ಶಾಖಾಧಿಕಾರಿ ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9483209425
10	ಮೊಹಮ್ಮದ್ ಸುಲ್ತಾನ್, ಶೀಘ್ರಲಿಪಿಗಾರರು, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:201, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9916501662
11	ದೀಪ.ಎ ಶೀಘ್ರಲಿಪಿಗಾರರು ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9620472067
12	ಬಿ.ಎಸ್.ಅಕ್ಷಣ ಸಹಾಯಕರು, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9886715505
13	ಸುಷ್ಮಾ ಎಂ ಡಾಟಾ ಎಂಟ್ರಿ ಆಪರೇಟರ್, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:8971444241
14	ಮಲ್ಲಿಕಾರ್ಜುನ ವೈ ನಾಯಕ ಡಾಟಾ ಎಂಟ್ರಿ ಆಪರೇಟರ್, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9742589791
15	ಕೆ.ಎಫ್. ಜಯರಾಜ್ ಜರ್ಮೇದಾರ್, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:201, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:8050908320
16	ಮಹೇಶ್ ಸೇವಕರು, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:201, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9342581853
17	ಹನುಮಂತರಾಜು ಸೇವಕರು, ಅಧಿಕಾರಿ ವೇತನ ಸಮಿತಿ-2011 ಕೊಠಡಿ ಸಂಖ್ಯೆ:263, 2ನೇಮಹಡಿ, ವಿಧಾನಸೌಧ ಬೆಂಗಳೂರು	ಮೊಬೈಲ್:9611551071

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ಪ್ರಶ್ನಾವಳಿ

(ವಿನಂತಿ: ಪ್ರಶ್ನಾವಳಿಯ ಎಲ್ಲ ಪ್ರಶ್ನೆಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ತಮ್ಮ ಅಭಿಪ್ರಾಯ/ಸಲಹೆ ನೀಡುವುದು)

1. (ಅ) ಸಾಮಾನ್ಯವಾಗಿ ವೇತನ ರಚನೆ ಈ ಕೆಳಕಂಡ ಮೂಲ ಅಂಶಗಳನ್ನು ಒಳಗೊಂಡಿರುತ್ತದೆ:

- 1) ಕನಿಷ್ಠ ವೇತನ
- 2) ಗರಿಷ್ಠ ವೇತನ
- 3) ಕನಿಷ್ಠ ಹಾಗೂ ಗರಿಷ್ಠ ವೇತನಗಳ ಮಧ್ಯದ ಅನುಪಾತ
- 4) ವೇತನ ಶ್ರೇಣಿಗಳ ಸಂಖ್ಯೆ
- 5) ವೇತನ ಶ್ರೇಣಿಯ ಹಂತ
- 6) ವೇತನ ಶ್ರೇಣಿಗಳ ಮಧ್ಯ ಇರುವ ಸಂಬಂಧಗಳು
- 7) ವೇತನ ಬಡ್ಡಿಯ ದರಗಳು
- 8) ಬೆಲೆ ಸೂಚ್ಯಂಕ/ಹಣದುಬ್ಬರ
- 9) ಜೀವನ ನಿರ್ವಹಣೆ (cost of living) ವೆಚ್ಚ

ಈ ಮೇಲಿನ ಅಂಶಗಳನ್ನೆಲ್ಲದೆ ಇನ್ನೂ ಇತರೆ ಯಾವ ಅಂಶಗಳನ್ನು ಪರಿಗಣಿಸುವುದು ಅವಶ್ಯಕವೆಂದು ತಾವು ಭಾವಿಸುತ್ತೀರಾ? ಹಾಗಿದ್ದಲ್ಲಿ, ಕಾರಣಸಹಿತ ವಿವರಿಸುವುದು.

(ಆ) ಪ್ರಸ್ತುತ ವೇತನ ಶ್ರೇಣಿಗಳನ್ನು ಅನುಬಂಧ ಅ ನಲ್ಲಿ ಪಟ್ಟಿ ಮಾಡಲಾಗಿದೆ. ಈ ಶ್ರೇಣಿಗಳನ್ನು ದಿನಾಂಕ: 01.07.2005 ರಂದು ಪಡೆಯುತ್ತಿದ್ದ ತುಟ್ಟಭತ್ಯೆ ವಿಲೀನಗೊಳಿಸಿ, ಬಂದ ಹನ್ನೆರಡು ತಿಂಗಳ ಸರಾಸರಿ ಬಳಕೆದಾರರ ಬೆಲೆ ಸೂಚ್ಯಂಕ 524ರ ಬಿಂದುವಿಗೆ ರೂಪಿಸಲಾಗಿದೆ. (ಎಐಎಸಿಪಿಐ ಆಧಾರ 1982=100) ಈ ಶ್ರೇಣಿಗಳು 01.07.2005 ರಿಂದ ಜಾರಿಯಲ್ಲಿವೆ.

(ಇ) ಕಾಲಕಾಲಕ್ಕೆ ವೇತನ ಶ್ರೇಣಿಗಳನ್ನು ಸರಳೀಕರಣಗೊಳಿಸಿರುವುದರಿಂದಾಗಿ ಅವುಗಳ ಸಂಖ್ಯೆಯು ಪ್ರಸ್ತುತ 25 ಕ್ಕೆ ಸೀಮಿತವಾಗಿದೆ. ಈ ವೇತನ ಶ್ರೇಣಿಗಳು ಸಂಖ್ಯೆಯಲ್ಲಿ ಹೆಚ್ಚಾಗಿವೆ ಎಂದು ತಾವು ಭಾವಿಸುವಿರಾ? ಹಾಗಿದ್ದಲ್ಲಿ ಯಾವ ಬದಲಾವಣೆ ತಾವು ಬಯಸುವಿರಿ, ವಿವರಿಸುವುದು.

(ಈ) ಪ್ರಸಕ್ತ ದಿನಾಂಕ:01.07.2005 ರಿಂದ ಜಾರಿಯಲ್ಲಿರುವ ವೇತನ ಸ್ವರೂಪ ಮತ್ತು ರಚನೆಯಲ್ಲಿ ತಾವು ಬದಲಾವಣೆ ಅಥವಾ ಸರಳೀಕರಣದ ಅವಶ್ಯಕತೆ ಇದೆ ಎಂದು ಭಾವಿಸುವಿರಾ? ಹಾಗಿದ್ದಲ್ಲಿ, ಅದನ್ನು ಯಾವ ರೀತಿಯಲ್ಲಿ ಮಾಡಬಹುದಾಗಿದೆ ಎಂಬುದರ ಕುರಿತು ತಮ್ಮ ಸಲಹೆಯನ್ನು ನೀಡುವುದು.

2. ಯಾವ ಬೆಲೆ ಸೂಚ್ಯಂಕದ ಮಟ್ಟಕ್ಕೆ ಪರಿಷ್ಕೃತ ವೇತನ ರಚನೆಯನ್ನು ರೂಪಿಸುವುದು ಸೂಕ್ತ? ಕಾರಣಗಳೊಂದಿಗೆ ವಿವರಿಸಿ. ದಿನಾಂಕ:01.06.2011 ರಂದು ಹನ್ನೆರಡು ತಿಂಗಳ ಸರಾಸರಿ ಬಳಕೆದಾರರ ಬೆಲೆ ಸೂಚ್ಯಂಕ 182 (ಆಧಾರ 2001=100) ರಷ್ಟಿದೆ.

3. ಸರ್ಕಾರಿ ನೌಕರರ ಕನಿಷ್ಠ ಹಾಗೂ ಗರಿಷ್ಠ ವೇತನ (ಮೂಲ ವೇತನ ಮತ್ತು ತುಟ್ಟಿಭತ್ಯೆ) ದಿನಾಂಕ:01.01.2011 ರಂದು ಅನುಕ್ರಮವಾಗಿ ರೂ. 7800 ಮತ್ತು ರೂ. 64838 ಇರುತ್ತದೆ. ಪ್ರಸ್ತುತ ಜೀವನ ನಿರ್ವಹಣಾ ವೆಚ್ಚ, ರಾಜ್ಯದ ಆರ್ಥಿಕ ಸ್ಥಿತಿ, ತಲಾ ಆದಾಯ (per capita income), ರಾಜ್ಯದ ಆರ್ಥಿಕ ಸಂಪನ್ಮೂಲ ಹಾಗೂ 12ನೇ ಪಂಚವಾರ್ಷಿಕ ಯೋಜನೆಯ ಹಾಗೂ ಸಾಮಾಜಿಕ ಸೇವಾ ವೆಚ್ಚಗಳ ಬದ್ಧತೆಯನ್ನು ಪರಿಗಣಿಸಿ, ಕನಿಷ್ಠ ಮತ್ತು ಗರಿಷ್ಠ ವೇತನ ಯಾವ ಪ್ರಮಾಣದಲ್ಲಿರಬೇಕು? ಯಾವ ತತ್ವದ ಆಧಾರದ ಮೇಲೆ ಈ ಕನಿಷ್ಠ ಮತ್ತು ಗರಿಷ್ಠ ಮೊತ್ತವನ್ನು ನಿರ್ಧರಿಸಲು ನೀವು ಸೂಚಿಸಬಯಸುವಿರಿ.

4. ಪ್ರಸ್ತುತ ಕನಿಷ್ಠ ಮತ್ತು ಗರಿಷ್ಠ ಮೂಲ ವೇತನಗಳ ಅನುಪಾತ 1:8.31 ರಷ್ಟು ಇದ್ದು, ಇದು ಸಮರ್ಪಕವಾಗಿದೆಯೇ? ಇಲ್ಲದಿದ್ದಲ್ಲಿ, ನಿಮ್ಮ ಅನಿಸಿಕೆಯಲ್ಲಿ ಸಮರ್ಪಕ ಅನುಪಾತ ಎಷ್ಟಿರಬೇಕು? ಕಾರಣದೊಂದಿಗೆ ವಿವರಿಸುವುದು.

5. ಈಗಿರುವ ವೇತನ ಬಡ್ಡಿಯ (increment) ದರ ಹಾಗೂ ಹಂತಗಳು ಸಮರ್ಪಕವಾಗಿವೆಯೇ?

6. ರಾಜ್ಯ ಸರ್ಕಾರವು ಮಾಸ್ಟರ್ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ದಿನಾಂಕ:01.07.1986 ರಿಂದ ಅಳವಡಿಸಿಕೊಂಡು ಮುಂದುವರಿಸುತ್ತಾ ಬಂದಿರುತ್ತದೆ. ಇದರಲ್ಲಿ ಯಾವ ತರಹದ ಬದಲಾವಣೆಯನ್ನು ತಾವು ಬಯಸುತ್ತೀರಾ? ಹಾಗಿದ್ದಲ್ಲಿ, ಕಾರಣ ಸಹಿತ ವಿವರಿಸುವುದು.

7. ಪರಿಷ್ಕೃತ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ವೇತನ ನಿಗದಿಗೊಳಿಸುವಾಗ ನಿರ್ದಿಷ್ಟ ಪ್ರಮಾಣದಲ್ಲಿ fitment benefit ಅನ್ನು ಮೂಲ ವೇತನದನ್ವಯ ಶೇಕಡಾವಾರು ನೀಡಲಾಗುತ್ತಿದೆ. ಈ ವ್ಯವಸ್ಥೆಯನ್ನು ಮುಂದುವರಿಸುವುದು ಅವಶ್ಯಕವೆ ಅಥವಾ ಇದರಲ್ಲಿ ಯಾವುದಾದರೂ ಬದಲಾವಣೆಯನ್ನು ತಾವು ಬಯಸುತ್ತೀರಾ? ಹೌದಾದಲ್ಲಿ, ಕಾರಣ ಸಹಿತ ವಿವರಿಸುವುದು.

8. ಹಾಲಿ ಜಾರಿಯಲ್ಲಿರುವ ಐದು ವಾರ್ಷಿಕ ಸ್ಥಗಿತ ವೇತನ ಬಡ್ಡಿಗಳ ಮಂಜೂರಾತಿ ಪದ್ಧತಿಯ ಬಗ್ಗೆ ತಮ್ಮ ಅಭಿಪ್ರಾಯವೇನು, ಈ ವ್ಯವಸ್ಥೆಯಲ್ಲಿ ಯಾವುದಾದರೂ ಬದಲಾವಣೆಯನ್ನು ತಾವು ಬಯಸುತ್ತೀರಾ? ಹಾಗಿದ್ದಲ್ಲಿ, ಕಾರಣ ಸಹಿತ ವಿವರಿಸುವುದು.

9. ಸಮಿತಿಯು ರಾಜ್ಯ ಸರ್ಕಾರವು ಅಳವಡಿಸಿಕೊಂಡಿರುವ ಪ್ರಸಕ್ತ ಕೇಂದ್ರ ಸರ್ಕಾರದ ತುಟ್ಟಿಭತ್ಯೆಯ ನೀತಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ತುಟ್ಟಿಭತ್ಯೆಯ ಸೂತ್ರವನ್ನು ಪರಿಶೀಲಿಸಿ ಮತ್ತು ನಿರ್ಣಯಿಸಿ ಕಾರ್ಯಸಾಧ್ಯವಿರುವ ಬದಲಾವಣೆಗಳನ್ನು ಮಾಡಲು ಸಲಹೆ ನೀಡಬೇಕಾಗಿದೆ. ಈ ಸೂತ್ರವನ್ನು ಮುಂದುವರಿಸಬೇಕೇ? ಅಥವಾ ಪ್ರಸ್ತುತ ಸಾಮಾಜಿಕ, ಆರ್ಥಿಕ ಸ್ಥಿತಿಗಳಲ್ಲಿ ಯಾವುದಾದರೂ ಬದಲಾವಣೆ ಅಗತ್ಯವಿದೆಯೇ? ಬದಲಾವಣೆ ಅಗತ್ಯವಿದೆಯೆಂದು ನೀವು ಭಾವಿಸಿದರೆ, ಆ ಬದಲಾವಣೆ ಕುರಿತು ವಿವರಿಸುವುದು.

10. ಪ್ರಸ್ತುತ ಜಾರಿಯಲ್ಲಿರುವ ಮನೆ ಬಾಡಿಗೆ ಮತ್ತು ನಗರ ಪರಿಹಾರ ಭತ್ಯೆಗಳ ದರಗಳು ಹಾಗೂ ನಗರ ಮತ್ತು ಪಟ್ಟಣಗಳ ವರ್ಗೀಕರಣ ಅನುಬಂಧ ಆ ರಲ್ಲಿ ತಿಳಿಸಲಾಗಿದೆ. ಈ ದರಗಳು ಮತ್ತು ವರ್ಗೀಕರಣ ಸಮರ್ಪಕವಾಗಿದೆಯೇ?

11. (ಅ) ಪ್ರಸ್ತುತ ಕೆಲವೊಂದು ಹುದ್ದೆಗಳಿಗೆ ನೀಡಲಾಗುತ್ತಿರುವ ವಿಶೇಷ ಭತ್ಯೆಯ ಸಂದಾಯದ ಅಗತ್ಯತೆ ಇದೆಯೇ? ವಿವರಿಸುವುದು.

(ಆ) ಪ್ರಸ್ತುತ ಜಾರಿಯಲ್ಲಿರುವ ಈ ಕೆಳಕಂಡ ಭತ್ಯೆಗಳ ದರಗಳಲ್ಲಿ ಹಾಗೂ ಸೌಲಭ್ಯಗಳಲ್ಲಿ ಯಾವುದಾದರೂ ಬದಲಾವಣೆಯ ಅವಶ್ಯಕತೆ ಇದೆಯೇ? ಹೌದಾದಲ್ಲಿ ಕಾರಣ ಸಹಿತ ವಿವರಿಸುವುದು.

- | | | |
|------------------------|---|------------------------|
| (1) ಪ್ರಭಾರ ಭತ್ಯೆ | (6) ಅಪಾಯ ಭತ್ಯೆ | (11) ರಜಾ ಪ್ರಯಾಣ ಸೌಲಭ್ಯ |
| (2) ವೈದ್ಯಕೀಯ ಭತ್ಯೆ | (7) ಪ್ರಯಾಣ ಭತ್ಯೆ | (12) ಹೊರ ರಾಜ್ಯ ಭತ್ಯೆ |
| (3) ಸಮವಸ್ತ್ರ ಭತ್ಯೆ | (8) ನಿಗದಿತ ಪ್ರಯಾಣ ಭತ್ಯೆ | (13) ಹಬ್ಬದ ಮುಂಗಡ, |
| (4) ಬಟ್ಟೆ ಒಗೆಸಲು ಭತ್ಯೆ | (9) ದಿನ ಭತ್ಯೆ | ಇತ್ಯಾದಿ |
| (5) ಗಿರಿ ಭತ್ಯೆ | (10) ಅಂಧ ಮತ್ತು ಚಲನವಲನ ವೈಕಲ್ಯ ಹೊಂದಿದ ನೌಕರರಿಗೆ ವಾಹನ ಭತ್ಯೆ | |

12. ವೈದ್ಯಕೀಯ ವೆಚ್ಚ ಮರುಪಾವತಿ ಮಾಡುವಲ್ಲಿ ಪ್ರಸ್ತುತ ಜಾರಿಯಲ್ಲಿರುವ ಕರ್ನಾಟಕ ಸರ್ಕಾರಿ ನೌಕರರ (ವೈದ್ಯಕೀಯ ಹಾಜರಾತಿ) ನಿಯಮಗಳು ಹಾಗೂ ತತ್ಸಂಬಂಧ ಹೊರಡಿಸಿದ ಆದೇಶಗಳಲ್ಲಿ ಯಾವುದಾದರೂ ಬದಲಾವಣೆಯ ಅವಶ್ಯಕತೆ ಇದೆಯೇ?

13. ಕಳೆದ ಹಲವು ವರ್ಷಗಳಿಂದ ಗೃಹ ನಿರ್ಮಾಣ/ಗೃಹ ಖರೀದಿ/ಮೋಟಾರು ವಾಹನ/ಕಂಪ್ಯೂಟರ್‌ಗಳ ಖರೀದಿಗಾಗಿ ಮುಂಗಡ ಮಂಜೂರಾತಿ ಕುರಿತು ಯಾವುದೇ ಬೇಡಿಕೆ ಇಲ್ಲದಿರುವುದರಿಂದ ಈ ಸೌಲಭ್ಯ ನಿಲ್ಲಿಸುವ ಬಗ್ಗೆ ತಮ್ಮ ಅಭಿಪ್ರಾಯ ನೀಡುವುದು.

14. ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳು

ಪ್ರಸ್ತುತ ಲಭ್ಯವಿರುವ ಮರಣ ಹಾಗೂ ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳಾದ ನಿವೃತ್ತಿ ವೇತನ, ಕುಟುಂಬ ನಿವೃತ್ತಿ ವೇತನ, ಮರಣ ಹಾಗೂ ನಿವೃತ್ತಿ ಉಪದಾನ ಮತ್ತು ನಿವೃತ್ತಿ ವೇತನದ ಪರಿವರ್ತನೆ ಇವುಗಳ ಪ್ರಮಾಣ ಸಮರ್ಪಕವಾಗಿದೆಯೆಂದು ತಾವು ಭಾವಿಸುವಿರಾ? ಇಲ್ಲದಿದ್ದಲ್ಲಿ, ತಮ್ಮ ಅಭಿಪ್ರಾಯದಲ್ಲಿ ಇದರಲ್ಲಿ ಯಾವ ಬದಲಾವಣೆ/ ಪರಿಷ್ಕರಣೆ ಅವಶ್ಯಕವಿದೆಯೆಂದು ಕಾರಣಗಳೊಂದಿಗೆ ವಿವರಿಸುವುದು.

15. ನಿವೃತ್ತಿ ವೇತನದಾರರು

1. ನಿವೃತ್ತಿ ಸೌಲಭ್ಯಗಳಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಈ ಕೆಳಕಂಡ ವಿಷಯಗಳ ಬಗ್ಗೆ ನಿಮ್ಮ ವಿಚಾರಪೂರಿತ ಅಭಿಪ್ರಾಯವೇನು?
 - ಅ. ನಿವೃತ್ತಿ ವೇತನ ಮತ್ತು ಕುಟುಂಬ ನಿವೃತ್ತಿ ವೇತನ.
 - ಆ. ನಿವೃತ್ತಿ/ಕುಟುಂಬ ನಿವೃತ್ತಿ ವೇತನದ ಕನಿಷ್ಠ ಮತ್ತು ಗರಿಷ್ಠ ಪ್ರಮಾಣ.
 - ಇ. ನಿವೃತ್ತಿ ವೇತನವು ಆದಷ್ಟು ಬೇಗನೇ ಇತ್ಯರ್ಥವಾಗುವಂತೆ ನೋಡಿಕೊಳ್ಳಲು ನಿವೃತ್ತಿ ವೇತನ ಕುರಿತ ನಿಯಮಗಳನ್ನು ಇನ್ನಷ್ಟು ಸರಳಗೊಳಿಸಲು ನಿಮ್ಮ ಸಲಹೆ ಏನು?

16. ಸರ್ಕಾರಿ ನೌಕರರಿಗೆ ಅನ್ವಯಿಸುವ ಪ್ರಸಕ್ತ ಸಮೂಹ ವಿಮಾ ಯೋಜನೆಯನ್ನು ಇನ್ನಷ್ಟು ಸುಧಾರಣೆ ಮಾಡಲು ನಿಮ್ಮ ಸಲಹೆಗಳೇನಾದರೂ ಇದೆಯೇ?

17. ಮಹಿಳಾ ಉದ್ಯೋಗಿಗಳು

ಸರ್ಕಾರಿ ಮಹಿಳಾ ಉದ್ಯೋಗಿಗಳಿಗೆ ಪ್ರಸಕ್ತ ಲಭ್ಯವಿರುವ ಪ್ರಯೋಜನಗಳು ಮತ್ತು ಸೌಲಭ್ಯಗಳಲ್ಲಿ ಯಾವುದೇ ಬದಲಾವಣೆ ಅಥವಾ ಇನ್ನೂ ಹೆಚ್ಚಿನ ಸೌಲಭ್ಯದ ಅಗತ್ಯವಿದೆ ಎಂದು ತಾವು ಭಾವಿಸುವಿರಾ? ಭಾವಿಸಿದಲ್ಲಿ, ಕಾರಣಗಳೊಂದಿಗೆ ವಿವರಿಸುವುದು.

ಆರ್ಥಿಕ ಬಾಧ್ಯತೆ ಮತ್ತು ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿ ಬಗ್ಗೆ ಗಮನಿಸಿ ಉತ್ತರಿಸಬೇಕಾದ ಪ್ರಮುಖ ಅಂಶಗಳು

18. (ಅ) ರಾಜ್ಯದ ಅಭಿವೃದ್ಧಿಯ ಪಥವನ್ನು ಸಮಂಜಸ ವೇಗದಲ್ಲಿಯೇ ನಿರ್ವಹಿಸುವ ಅವಶ್ಯಕತೆ ಹಾಗೂ ಸಮಾಜದ ಎಲ್ಲಾ ವರ್ಗಗಳ ಅನುಕೂಲಕ್ಕಾಗಿ ಸಾಮಾಜಿಕ ಸೇವೆಯನ್ನು ಒದಗಿಸುವುದನ್ನು ಗಮನದಲ್ಲಿರಿಸಿ, ತನ್ನ ಒಟ್ಟು ವೆಚ್ಚದ ಶೇಕಡಾ ಎಷ್ಟು ಭಾಗವನ್ನು ಸರ್ಕಾರಿ ನೌಕರರ ಸಂಬಳಕ್ಕಾಗಿ ತೆಗೆದಿರಿಸಬಹುದು? ದಯವಿಟ್ಟು ಕಾರಣಗಳನ್ನು ನೀಡಿ.

(ಆ) ಯೋಜನೇತರ ವೆಚ್ಚದಲ್ಲಿ ಕಡಿತಗೊಳಿಸಲು ಅವಕಾಶವಿದೆ ಎಂದು ಭಾವಿಸುವಿರಾ?

(ಇ) ಇತರೆ ಯಾವ ಮೂಲದಿಂದ ವೇತನ ಪರಿಷ್ಕರಣೆಯಿಂದ ಆಗುವ ಹೆಚ್ಚುವರಿ ವೆಚ್ಚವನ್ನು ಭರಿಸಲು ಸಾಧ್ಯವಿದೆ ಎಂದು ಸೂಚಿಸುವುದು.

(ಈ) ಹೆಚ್ಚುವರಿ ವೆಚ್ಚವನ್ನು ತೆರಿಗೆ ಅಥವಾ ಇತರ ಮೂಲಗಳಿಂದ ಹೆಚ್ಚುವರಿ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಕ್ರೋಢೀಕರಿಸುವ ಸಾಧ್ಯತೆ ಕುರಿತು ಉತ್ತರಿಸುವುದು.

(ಉ) ಇನ್ನಿತರ ಗಮನಾರ್ಹ ಮಿತವ್ಯಯ ಮಾರ್ಗೋಪಾಯ ಸೂಚಿಸುವುದು.

19. (ಅ) ಗಣಕೀಕರಣ ಹಾಗೂ ಕಾರ್ಯ ನಿರ್ವಹಣೆಯಲ್ಲಿ ಆಧುನಿಕ ತಂತ್ರಜ್ಞಾನ ಅಳವಡಿಯಿಂದಾದ ಸುಧಾರಣೆಯ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಸರ್ಕಾರಿ ಇಲಾಖೆಗಳಲ್ಲಿನ ಕಾರ್ಯಕ್ಷಮತೆ ಮತ್ತು ಯೋಜನೆಗಳ ಅನುಷ್ಠಾನಗಳಿಗೆ ಯಾವುದೇ ರೀತಿಯ ಪ್ರತಿಕೂಲ ಪರಿಣಾಮ ಬೀರದಂತೆ ವಿವಿಧ ಹಂತದ ಹುದ್ದೆಗಳಲ್ಲಿನ ಹಾಲಿ ಇರುವ ಸಿಬ್ಬಂದಿಗಳ ಸಂಖ್ಯೆಯನ್ನು ಕಡಿತಗೊಳಿಸಲು ಸಾಧ್ಯವಿದೆಯೇ?

(ಆ) ಸರ್ಕಾರಿ ನೌಕರರಲ್ಲಿ ಸಮಯ ಪಾಲನೆ ಹಾಗೂ ಕಾರ್ಯಕ್ಷಮತೆಯನ್ನು ಹೇಗೆ ಉತ್ತಮಪಡಿಸಬಹುದು?

(ಇ) ಸರ್ಕಾರಿ ಕಛೇರಿಗಳು ವಾರದಲ್ಲಿ ಎಷ್ಟು ದಿನ ಕಾರ್ಯನಿರ್ವಹಣೆ ಮಾಡುವುದು ಉಚಿತ ಹಾಗೂ ಅದರಂತೆ ಪ್ರತಿದಿನ ಎಷ್ಟು ಗಂಟೆ ಕಛೇರಿ ತನ್ನ ಕಾರ್ಯವನ್ನು ನಿರ್ವಹಿಸಬೇಕು? ಇವುಗಳ ಕುರಿತು ತಮ್ಮ ಅಭಿಪ್ರಾಯ ನೀಡುವುದು.

(ಈ) ಗುಲಬರ್ಗಾ ಹಾಗೂ ಇತರೆ ಜಿಲ್ಲೆಗಳಲ್ಲಿ ಬೇಸಿಗೆ ಕಾಲದಲ್ಲಿನ ಕಛೇರಿ ವೇಳೆಯನ್ನು ಮಾರ್ಪಾಡು ಮಾಡುವ ಅವಶ್ಯಕತೆ ಇದೆಯೇ?

20. ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳು

ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಯ ಹೆಸರು:

1. ನಿಮ್ಮ ಸಂಸ್ಥೆಯಲ್ಲಿ ವಿವಿಧ ಹಂತಗಳಲ್ಲಿರುವ ಹುದ್ದೆಗಳು ಮತ್ತು ಅವುಗಳಿಗೆ ನೀಡಿರುವ ವೇತನ ಶ್ರೇಣಿಗಳ ವಿವರಗಳನ್ನು ಈ ಕೆಳಕಂಡ ನಮೂನೆಯಲ್ಲಿ ನೀಡುವುದು.

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳ ಹೆಸರು	ವೇತನ ಶ್ರೇಣಿ	ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ	ಸದರಿ ಹುದ್ದೆಗೆ ಸರ್ಕಾರದಲ್ಲಿ ನೀಡಿರುವ ವೇತನ ಶ್ರೇಣಿ
1	2	3	4	5

2. ಶಾಸನಬದ್ಧವಾದ ಕಡ್ಡಾಯ ಕೆಲಸಕಾರ್ಯಗಳಿಗೆ ಯಾವುದೇ ಭಾದಕವಿಲ್ಲದೆ ಪರಿಷ್ಕರಣೆಯಿಂದ ಉಂಟಾಗುವ ಹೆಚ್ಚಿನ ಹೊರೆಯನ್ನು ಸ್ಥಳೀಯ ಸಂಸ್ಥೆಗಳು ಭರಿಸುವ ಸ್ಥಿತಿಯಲ್ಲಿವೆಯೇ? ಇದ್ದಲ್ಲಿ ವಿವರಗಳನ್ನು ನೀಡಿ.

21. ಅನುದಾನಿತ ಸಂಸ್ಥೆಗಳು

ಸಹಾಯಾನುದಾನ ಪಡೆಯುವ ಸಂಸ್ಥೆಯ ಹೆಸರು:

1. ನಿಮ್ಮ ಸಂಸ್ಥೆಗೆ ಸಂಬಂಧಪಟ್ಟಂತೆ ಈ ಕೆಳಕಂಡ ನಮೂನೆಯಲ್ಲಿ ಅನುದಾನಿತ ಹುದ್ದೆಗಳ ಪದನಾಮ, ವೇತನ ಶ್ರೇಣಿ ಹಾಗೂ ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ ಇವುಗಳನ್ನು ಒದಗಿಸುವುದು.

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳ ಪದನಾಮ (ಬೋಧಕ ಮತ್ತು ಬೋಧಕೇತರ ಎಂದು ಪಟ್ಟಿ ಮಾಡಬೇಕು)	ಪ್ರತಿಯೊಂದು ಪ್ರವರ್ಗ ಹುದ್ದೆಯ ವೇತನ ಶ್ರೇಣಿ	ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ	ಷರಾ
1	2	3	4	5

2. ಸಹಾಯಾನುದಾನ ಪಡೆಯುವ ಸಂಸ್ಥೆಗಳ ಆಡಳಿತ ವರ್ಗಗಳು, ವೇತನ ಶ್ರೇಣಿಯ ಸುಧಾರಣೆ / ಪರಿಷ್ಕರಣೆಯ ಹೆಚ್ಚಿನ ಹೊರೆಯನ್ನು ಹೊರುವ ಸ್ಥಿತಿಯಲ್ಲಿವೆಯೇ? ಇಲ್ಲದಿದ್ದಲ್ಲಿ, ಇದಕ್ಕೆ ಸಂಬಂಧಿಸಿದ ಹೆಚ್ಚಿನ ವೆಚ್ಚವನ್ನು ಹೇಗೆ ಹೊಂದಿಸಲಾಗುತ್ತದೆ?

22. ವಿಶ್ವವಿದ್ಯಾನಿಲಯಗಳ ಬೋಧಕೇತರ ಸಿಬ್ಬಂದಿ

ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಹೆಸರು:

1. ವೇತನ ಶ್ರೇಣಿಗಳು: ನಿಮ್ಮ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಬೋಧಕೇತರ ಸಿಬ್ಬಂದಿಗೆ ಸಂಬಂಧಪಟ್ಟಂತೆ ಈ ಕೆಳಕಂಡ ನಮೂನೆಯಲ್ಲಿ ಮಾಹಿತಿ ಒದಗಿಸುವುದು.

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳ ಪದನಾಮ	ವೇತನ ಶ್ರೇಣಿ	ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ	ಷರಾ
1	2	3	4	5

2. ವಿಶ್ವವಿದ್ಯಾನಿಲಯವು ವೇತನ ಪರಿಷ್ಕರಣೆಯ ಹೆಚ್ಚುವರಿ ಹೊರೆಯನ್ನು ಹೊರಲು ಶಕ್ತವಾಗಿದೆಯೇ? ಇಲ್ಲದಿದ್ದರೆ, ಈ ಹೆಚ್ಚುವರಿ ಹೊರೆಯನ್ನು ವಿಶ್ವವಿದ್ಯಾನಿಲಯವು ಹೇಗೆ ಭರಿಸಬಲ್ಲದು?

23. ಮೇಲಿನ ಪ್ರಶ್ನಾವಳಿಯಲ್ಲಿ ಸೇರದೆ ಸಮಿತಿಯ ಪರಿಶೀಲನಾಂಶಗಳಲ್ಲಿ ಒಳಪಟ್ಟಿರುವ ಅಂಶಗಳು ಏನಾದರೂ ಇದ್ದಲ್ಲಿ, ಅವುಗಳ ಕುರಿತಂತೆ ನಿಮ್ಮ ಸಲಹೆಗಳನ್ನು ತಿಳಿಸುವುದು.

(ಉತ್ತರಿಸುವವರ ಸಹಿ, ಪದನಾಮ
ಮತ್ತು ವಿಳಾಸ)

ಅನುಬಂಧ - ಅ

ಮಾಸ್ಟರ್ ಶ್ರೇಣಿ

4800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-14400-400-16800-450-19500-525-22650-600-26250-675-30300-750-34800-850-39900

ವೇತನ ಶ್ರೇಣಿಗಳು

ಗ್ರೂಪ್ - ಡಿ

ಕ್ರಮ ಸಂಖ್ಯೆ	ವೇತನ ಶ್ರೇಣಿ
1	4800-100-6000-125-6500-150-7100-175-7275

ಗ್ರೂಪ್ - ಸಿ

1	5200-100-6000-125-6500-150-7100-175-7800-200-8200
2	5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500
3	5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500
4	6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000
5	6800-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-13000
6	7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350
7	8000-200-8600-225-9500-250-10500-300-12300-350-14400-400-14800
8	8825-225-9500-250-10500-300-12300-350-14400-400-16000
9	9500-250-10500-300-12300-350-14400-400-16800-450-17250
10	10000-250-10500-300-12300-350-14400-400-16800-450-18150

ಗ್ರೂಪ್ - ಬಿ

ಕ್ರಮ ಸಂಖ್ಯೆ	ವೇತನ ಶ್ರೇಣಿ
1	10800-300-12300-350-14400-400-16800-450-19500-525-20025
2	11400-300-12300-350-14400-400-16800-450-19500-525-21600
3	12000-300-12300-350-14400-400-16800-450-19500-525-22650
4	13000-350-14400-400-16800-450-19500-525-22650-600-23850

ಗ್ರೂಪ್ - ಎ

ಕ್ರಮ ಸಂಖ್ಯೆ	ವೇತನ ಶ್ರೇಣಿ
1	14050-350-14400-400-16800-450-19500-525-22650-600-25050
2	15200-400-16800-450-19500-525-22650-600-25650
3	16400-400-16800-450-19500-525-22650-600-26250
4	18150-450-19500-525-22650-600-26250-675-26925
5	19050-450-19500-525-22650-600-26250-675-27600
6	20025-525-22650-600-26250-675-28275
7	22125-525-22650-600-26250-675-30300
8	24450-600-26250-675-30300-750-31800
9	26250-675-30300-750-34800-850-36500
10	28275-675-30300-750-34800-850-39900

ಅನುಬಂಧ - ಆ

ನಗರಗಳ ವರ್ಗೀಕರಣ:

ಕ್ರಮ ಸಂಖ್ಯೆ	ನಗರ ಮತ್ತು ಇತರೆ ಸ್ಥಳಗಳ ಜನಸಂಖ್ಯೆ	ವರ್ಗೀಕರಣ
1	16 ಲಕ್ಷ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚು	ಎ
2	8 ಲಕ್ಷ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚು ಆದರೆ 16 ಲಕ್ಷ ಮೀರದಂತೆ	ಬಿ1
3	4 ಲಕ್ಷ ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚು ಆದರೆ 8 ಲಕ್ಷ ಮೀರದಂತೆ	ಬಿ2
4	50,000 ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚು ಆದರೆ 4 ಲಕ್ಷ ಮೀರದಂತೆ	ಸಿ
5	25,000 ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚು ಆದರೆ 50,000 ಮೀರದಂತೆ	ಡಿ
6	ಇತರೆ ಸ್ಥಳಗಳು	ಇ

ದಿನಾಂಕ: 01-11-2010 ರಿಂದ ಮನೆಬಾಡಿಗೆ ಭತ್ಯೆ ದರಗಳು ಈ ಕೆಳಗಿನಂತಿವೆ:

ನಗರ ಪಟ್ಟಣಗಳ ವರ್ಗೀಕರಣ	ಪರಿಷ್ಕರಿಸಿದ ಮನೆಬಾಡಿಗೆ ಭತ್ಯೆ ದರ
ಎ	ಮೂಲ ವೇತನದ ಶೇಕಡ 25 ರಷ್ಟು
ಬಿ1 ಬಿ2	ಮೂಲ ವೇತನದ ಶೇಕಡ 16 ರಷ್ಟು
ಸಿ	
ಖ	ಮೂಲ ವೇತನದ ಶೇಕಡ 10 ರಷ್ಟು
ಇ	ಮೂಲ ವೇತನದ ಶೇಕಡ 7 ರಷ್ಟು
	ಮೂಲ ವೇತನದ ಶೇಕಡ 6 ರಷ್ಟು

ನಗರ ಪರಿಹಾರ ಭತ್ಯೆ ರೂ ದರಗಳು ಈ ಕೆಳಗಿನಂತಿವೆ.

ವೇತನದ ಹಂತ (ಮೂಲ ವೇತನ)	ವರ್ಗೀಕರಣ ನಗರಗಳಲ್ಲಿ ನಗರ ಪರಿಹಾರ ಭತ್ಯೆ ಮೊತ್ತ (ತಿಂಗಳಿಗೆ ರೂ.)		
	ಎ	ಬಿ1	ಬಿ2
ಮೂಲ ವೇತನ ತಿಂಗಳಿಗೆ ರೂ. 4800 ರಿಂದ 7799	150	100	80
ಮೂಲ ವೇತನ ತಿಂಗಳಿಗೆ ರೂ. 7800 ಮತ್ತು ಅದಕ್ಕೂ ಹೆಚ್ಚು	300	200	80

ಅನುಬಂಧ

ANNEXURE 7

Details of meeting with Principal Secretaries, Secretaries, Heads of Departments and others

Sl.No	Date	Department
1	30.09.2011	Secretary, Primary & Secondary Education
2		Deputy Secretary, Higher Education
3	04.10.2011	Principal Secretary, PWD, Ports and Inland Transport, Chief Architect, Director Ports and Chief Engineer, National Highways
4		Deputy Secretary (Labour), Director of Factories & Boilers, Director, ESI, and Director, Employment & Training
5		Principal Secretary (Tourism), Director of Town Planning
6	10.10.2011	Principal Secretary, Social Welfare, Director Social Welfare and Director, Backward Classes
7		Deputy Secretary, Women & Child Welfare
8		Secretary, Minorities Welfare Department and Director Minorities.
9		Secretary, Kannada & Culture, Director Archives and Director,
10	12.10.2011	Secretary, H & FW, Director Ayush Dept, Director Drugs Control and JD
11		Director of Agril.
12		Member HRC, DS(Law), Asst. Director Judicial Academy, Subordinate Judiciary, Department of Law, Justice and Human Rights
13	17.10.2011	Director, Ayush (representing Secretary Med. Edn.), Addl. Director, Drugs
14		Deputy Secretary (Forest), PCCF, APCCF, & Adm. Officer
15		Principal Secretary (Finance) and Secretary (Expenditure)
16		Commissioner, Animal Husbandry, JD(Adm) US (AH) & JD (Fisheries)
17		Under Secretary (Horticulture)
18		Under Secretary (C & I)
19		Deputy Secretary (Youth Services) and Joint Director (Youth Services)
20	18.10.2011	Commissioner of Food & Civil Supplies & Controller, Metrology
21		Joint Secretary (Water Resources)
22		Secretary, Parliamentary Affairs & Legislation, Addl. Secretary & Director of Translation
23		Under Secretary & Joint Commissioner (Transport)
24		Secretary, Municipal Administration
25		Joint Secretary (Co-op), Director, Agril. Marketing & Deputy Secretary
26	Joint Secretary (IT & BT)	
27	21.10.2011	Under Secretary (Revenue), HQA to Endowment Commissioner
28		Deputy Secretary (RD & PR) and Director (P. Raj)
29		Principal Secretary (DPR), Dy. Registrar, KAT and Deputy Secretary
30	09.11.2011	Secretary (Home), ADGP(Prisons), IG(Fire Services) & Director (Fire Services), Dy. Com.. General (Home Guards), Director (Sainik Welfare),
31		Principal Secretary (Planning)

Details of meetings with various Employees' Associations

Sl.No	Date	Name of the Association
1	22-08-2011	Karnataka Fire & Emergency Services Academy,
2		Urban Local Bodies
3		Karnataka Government Secretariat Employees Association
4		Karnataka State Group-D Employees Central Association
5	23-08-2011	KAS Officers Association
6		Karnataka State H & F Welfare Department Employees Association
7		Karnataka Government Secretariat Class-IV Employees Association
8	24-08-2011	Karnataka State Primary School Teachers Association
9		Karnataka Ministerial Employees Association of Agril. Departmrnt
10		Karnataka State Motor Drivers Central Association
11	05.09.2011	Karnataka State Pensioners Assn.
12		Karnataka Government Secretariat Gazetted Officers Association
13		Mysore State Transport Officers Association
14		Karnataka State Jr. & Sr. Health Assistants (Women & Men) Central Association
15	06.09.2011	Karnataka Transport Department Inspectors Association.
16		Karnataka State Employment & Training Employees Association
17		Karnataka Employment & Training Diploma Engineers Welfare
18		Karnataka Employment & Training Non-Technical Employees Association
19		Sericulture Department Employees Association
20		Clinical Psychologists Association, Govt. College of Nursing
21	07.09.2011	Officers Association of the Department of Advocate General.
22		Law Officers Association of the Directorate of Public Prosecution & Govt. Litigation
23		Karnataka Drawing Teachers Association Association
24		Retired Professors of UAS, Bangalore
25	12.09.2011	Karnataka State Veterinary Inspectors Association
26		Karnataka State Veterinary Assistants Association.
27		Karnataka State Veterinary Association (IAH & VB)
28		Karnataka High School Assistant Masters Association
29	13.09.2011	State Accts. Dept. Group 'A' and 'B' Officers Association.
30		State Accts. Dept. Employees Association.
31		Karnataka Agriculture Graduate Officers Association
32		Assistant Geologist Association
33	14.09.2011	Co-operative Societies Auditors' Officers Association
34		Karnataka State Co-operative Audit Staff Association
35		Gazetted Officers Association, Department of Co-operation

36	16.09.2011	Karnataka State Employees Association
37		High School Asst. Masters Assn
38		Pensioners Forum of Teachers and Principals of Govt. & 1 st Grade
39	19.09.2011	Department of Economics & Statistics Employees Association
40		Karnataka Police Association
41		Employment Service Employees Association
42		Govt. Central Press Employees Association
43		Commercial Taxes Dept. Officers Association
44		Karnataka State Range Forest Officers Association
45	20.09.2011	North Canara Judicial Clerks & Bailiffs Association
46		Akhila Government Karnataka Employees Federation
47		Belgaum Class IV Govt. Servants Union
48		Technical Department Employees Association
49	21.09.2011	Pre-University Lecturers Association
50		Information & Publicity Dept. Employees Association
51		Karnataka State Lottery & Small Savings Dept. Employees Association
52		Karnataka Veterinarian Association
53		Karnataka Pharmacists Association
54		Karnataka Labour Department Gazetted Officers Association
55		Retired Professors of UAS, B'lore
56	28.09.2011	Karnataka PUC Teachers, Principals & Lecturers Association
57		Karnataka Govt. Secretariat Stenographers Association
58		Karnataka Government Secretariat Sr. Stenographers, Gazetted PAs and Private Secretaries Association
59		Karnataka Engineers Association
60		Ayush Medical Officers Association
61		Karnataka Specialist Doctors & ESI Doctors Association
62		Karnataka Labour Inspectors Association
63		Karnataka Survey & Settlement Executive Employees Association
64		Karnataka Engineers Service Association (Diploma Engineers)
65	10.10.2011	Ophthalmologist Asst. Assn.
66	12.10.2011	High School Asst. Masters Assn.
67	18.10.2011	Physically Handicapped Association
68	21.10.2011	Karnataka State Medical Technologists Association
69		Doctors Association
70		Head Masters Association
71		Primary School Teachers Association

Details of date and time of meetings of Official Pay Committee-2011Venue:Room No.201, 2nd floor, Vidhanasoudha, Bangalore.

Sl.No.	Meeting	Date	Time
1	First Meeting	07.07.2011	12.00 AM
2	Second Meeting	19.07.2011	10.30 AM
3	Third Meeting	01.08.2011	3.00 PM
4	Fourth Meeting	11.11.2011	3.00 PM
5	Fifth Meeting	19.11.2011	3.30 PM
6	Sixth Meeting	26.11.2011	3.00 PM
7	Seventh Meeting	08.12.2011	3.00 PM
8	Eighth Meeting	12.12.2011	3.00 PM
9	Ninth Meeting	17.12.2011	3.00 PM
10	Tenth Meeting	28.12.2011	11.00 AM
11	Eleventh Meeting	03.01.2012	3.00 PM
12	Twelfth Meeting	10.01.2012	4.00 PM
13	Thirteenth Meeting	12.01.2012	3.00 PM
14	Fourteenth Meeting	16.01.2011	3.30 PM
15	Fifteenth Meeting	27.01.2012	3.30 PM
16	Sixteenth Meeting	30.01.2012	3.30 PM
17	Seventeenth Meeting	02.02.2012	3.30 PM
18	Eighteenth Meeting	10.02.2012	3.30 PM
19	Nineteenth Meeting	18.02.2012	3.00 PM
20	Twentieth Meeting	28.02.2012	10.30 AM
21	Twenty first Meeting	01.03.2012	12.00 AM
22	Twenty second Meeting	07.03.2012	3.00 PM
23	Twenty third Meeting	12.03.2012	10.30 AM
24	Twenty fourth Meeting	12.03.2012	5.00 PM

ಅನುಬಂಧ
ANNEXURE 10

Working Hours in a year and GDP per capita (Dollars) of some Countries

Country	Hours/year	GDP per capita (Dollars)
Sri Lanka	1736	5,612
Germany	1419	37,429
India	1560	3,608
Australia	1686	40,816
Canada	1702	39,982
Japan	1733	34,646
New Zealand	1758	27,217
Brazil	1768	11,767
US	1778	48,666
Argentina	1792	9,124
Iceland	1794	37,504
Italy	1800	29,889
Peru	1808	5,401
South Africa	1840	10,856
Indonesia	1864	2,946
Mexico	1883	15,114
Philippines	1896	2,140
Malaysia	1904	8,373
Turkey	1918	14,007
Singapore	1920	59,124
Nigeria	1928	1,222
Vietnam	1928	1,224
China	1952	8,289
Russia	1976	16,841
Poland	1985	19,887
Hungary	1989	19,501
Czech Republic	1997	25,526
Greece	2052	27,844
South Korea	2357	31,410

Total No. of Working Days, Holidays and Leave Entitlement in Government of Karnataka
& Government of India during 2011

Month	Sundays	Saturdays		Hindu Holidays		Muslim Holidays	Christian Holidays	Jain Holidays	Sikh Holidays	National Holidays	Total	
		GOK	GOI	GOK	GOI						GOK	GOI
January	5	1	5	1	1	-	-	-	-	1	8	12
February	4	1	4	-	-	1	-	-	-	-	6	9
March	4	1	4	1	-	-	-	-	-	-	6	8
April	4	1	5	1	1	-	1	1	-	1	9	12
May	5	1	4	1	1	-	-	-	-	-	7	10
June	4	1	4	-	-	-	-	-	-	-	5	8
July	5	1	5	-	-	-	-	-	-	-	6	10
August	4	1	4	-	-	1	-	-	-	1	7	10
September	4	1	4	2	1	-	-	-	-	-	7	9
October	5	1	5	5	2	-	-	-	-	-	11	12
November	4	1	4	2	-	1	-	-	1	-	8	10
December	4	1	5	-	-	1	-	-	-	-	6	10
Total	52	12	53	13	6	4	1	1	1	3	86	120

Note: Mahavir Jayanti, May Day, Gandhi Jayanti and Christmas have fallen on Saturday/Sundays

ABSTRACT

		Govt. of Karnataka	Govt. of India
1.	Sundays	52	52
2.	Second Saturdays/Saturdays	12	53
3.	General Holidays	22	15
4.	Restricted Holidays	2(14)	2(38)
5.	Casual Leave	15	8
6.	Earned Leave	30	30
7.	Commutated Leave	10	10
	Total	143	170
No. of days in the year 2011		365	365
Less: Total No. of holidays		143	170
No. of working days/hours		222/1490 hours	195/1560 hours
Percentage of holidays to working days		39.18	46.58

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ANNEXURE 12

Five day/Six day work week in Government of India and some Major States

Sl. No.	Name of the States	★ 5 days (with date of implementation)	● States with 2 Saturdays per month as holidays	■ 6 days	timings	Lunch Break	Remarks	Working Hours	
								Daily	Monthly
	KARNATAKA			■	10.00-5.30	1.30-2.15	Holiday on 2 nd Saturdays	6.75	168.75
	GOI	★ 1985			9.30-6.00	1.30-2.00		8.00	176.00
1	Andhra Pradesh			■	10.30-5.00	Half an hour during 1.00 - 2.30	Holiday on 2 nd Saturdays	6.00	150.00
2	Assam		●		10.00-5.30	1.30-2.00	Holiday on 2 nd and 4 th Saturdays	7.00	168.00
3	Bihar	★ 2007			9.30-6.00	1.00-1.30	For field Departments 10.00 to 5.00.	8.00	176.00
4	Chhattisgarh		●		10.00-5.00	1.30-2.00	Holiday on 1 st & 3 rd Saturdays	6.50	156.00
5	Delhi	★ 1985			9.30-6.00	1.30-2.00		8.00	176.00
6	Goa	★ 1985			9.30-5.45	1.30-2.00		7.75	170.50
7	Gujarat		●		10.30-6.10	2.00-2.30	Holiday on 2 nd and 4 th Saturdays	6.17	148.00
8	Jharkhand			■	10.00-5.00	1.30-2.00	No Holidays on Saturdays.	6.50	169.00
9	Himachal Pradesh			■	10.00-5.00	1.30-2.00	Holiday on 2 nd Saturdays	6.50	162.50
10	Jammu & Kashmir								
11	Kerala			■	10.15-5.15	1.15-1.45	Holiday on 2 nd Saturdays	6.50	162.50
12	Madhya Pradesh		●		10.30-5.30	1.30-2.00	Holiday on 2 nd & 3 rd Saturdays	7.00	168.00
13	Maharashtra		●		9.45-5.30	1.30-2.00	Holiday on 2 nd and 4 th Saturdays	7.25	174.00
14	Orissa			■	10.00-5.00	2.00-3.00	Holiday on 2 nd Saturdays	6.00	150.00
15	Punjab	★ 1981			10.00-6.00	1.30-2.00		7.50	165.00
16	Rajasthan	★ 2008			9.30-6.00	1.30-2.00		8.00	176.00
17	Tamil Nadu	★ 1990			10.00-5.45	Half an hour during 1.00 - 3.00		7.25	159.50
18	Uttar Pradesh	★ 2004			9.30-6.00	1.30-2.00		8.00	176.00
19	Uttarakhand	★			9.30-6.00	1.30-2.00		8.00	176.00
20	West Bengal	★ 1992			10.15-5.15	1.30-2.00		6.50	143.00

Note: 30 days in a month (including 4 Sundays)

REPORT OF THE OFFICIAL PAY COMMITTEE (2011)

12th March, 2012
