

(iv) All the cases where the Government servants have completed 10/20/30 years of service and have no DP or criminal case against them, shall be short listed for MACP benefit.

(v) This list shall be submitted to the Minister in-charge of the department for approval to issue necessary orders. The department will issue orders granting the benefit of financial upgradation with effect from 1<sup>st</sup> January of that year.

**6. Dearness Allowance :**

The existing provisions regarding grant of Dearness Allowance in accordance with the policy followed by the Government of India shall continue.

**7. House Rent Allowance :**

(a) The revised rate of HRA for the employees in service & who are presently drawing HRA shall be worked out by multiplying the pre-revised rate of HRA by a factor of 1.2. This shall be further increased every year on 1st July by 3% rounded off to the next Rs.10.

(b) Employees joining the service after the implementation of the revised pay scale shall be paid HRA as per the Table below-

**House Rent Allowance for new employees**

Pay Band/ Grade Pay	House Rent in		
	Guwahati	District & Sub-Divn. HQ	Other Places in Assam
<b>PB 12000-37500</b> GP- 3900 4400	1110 1150	890 920	740 770
<b>PB-14000-49000</b> GP- 5000 5600 6200 6800 7400 8000 8700	1320 1340 1390 1430 1480 1500 1530	1060 1070 1110 1140 1180 1200 1230	880 890 930 950 990 1000 1020
<b>PB-22000-87000</b> GP - 9100 9700 10300 10900 11500	2220 2250 2270 2290 2360	1780 1800 1820 1830 1890	1480 1500 1520 1530 1580
<b>PB-30000-110000</b> GP- 12700 13300 13900 14500 15700 15700 16300 16900 17500	3140 3230 3260 3300 3320 3350 3460 3500 3530	2510 2580 2610 2640 2650 2680 2770 2800 2830	2090 2150 2180 2200 2210 2240 2310 2330 2360
<b>PB-65000-112000</b> GP- 18500	6250	5000	4170
<b>Fixed 130000</b>	7200	7200	6600

(c) The employees working in the establishments located outside North East shall be paid HRA at the rates applicable to the Central Government employees. Accordingly in cities of Class X,Y & Z status the rates will be 24%, 16% AND 8% of the basic (PB+GP). However NPA

will not be included in pay for this purpose and there will be no revision on account of increase in the DA beyond 50%.

#### **8. Overtime Allowance :**

Overtime allowance is admissible to the Protocol Officer, Drivers, Room Bearers and others in the PB-1 and PB-2 working in Assam Bhawan/ Assam House in cities outside Assam, except Assam House, Shillong, who are required to work beyond 200 hours in a month. The allowance should be paid @ Rs.20/ per hour for the extra hours of work done by each employee without any ceiling on the extra hours of work to be compensated for.

#### **9. City Compensatory Allowance (CCA) :**

CCA is admissible for the employees working in the establishments in Guwahati City, Kolkata, New Delhi and Mumbai at the following rates:-

- For employees drawing pay in PB-1 – Rs.100/- PM
- For employees drawing pay in PB-2 – Rs.150/- PM,
- For employees drawing pay in PB-3 – Rs.200/- PM,
- For employees drawing pay in PB-4 and above – Rs.250/- PM.

#### **10. Hill/ Remote Area Allowance :**

Hill/ Remote Area Allowance shall be as follows:-

i) Hill/ Remote Area Allowance shall be given to all State Government employees serving in the two hill districts of Assam i.e. North Cachar Hills and Karbi Anglong district as well as remote areas namely, Dhemaji District, Sadiya Subdivision, Majuli Subdivision, Dhakuakhana Subdivision and South Salmara Subdivision.

i) This allowance shall be given to employees at the following rates:

<b>Grade</b>	<b>Rate</b>
Senior Grade/ Grade I	Rs. 600 per month
Grade II/III/IV	Rs. 480 per month

iii) A list of remote areas for the purpose of granting Char Area allowance will be made by Personnel Department in consultation with the Char Area Department and include such char areas of the State where communication is difficult.

iv) Police Personnel posted in Border Out Posts (BOPs) alongwith Assam-Nagaland, Assam-Meghalaya & Assam-Arunachal borders shall be paid remote area allowance. All such BOP locations shall be included in the list of remote areas for grant of remote area allowance.

#### **11. Hazard Allowance :**

All Hazard Allowance is withdrawn and instead investment should be made to make the working environment safe for the employees. Concerned Department will examine the matter.

#### **12. Special Allowance :**

Special Allowance shall be paid to the notified categories of posts in the following rates.

<b>Group</b>	<b>Revised Rate</b>
Group - A	Rs. 500/-
Group - B	Rs. 400/-

Group - C	Rs. 300/-
Group - D	Rs. 150/-

**13. Special Duty Allowance :**

LMV Drivers attached with the Ministers shall be paid special duty allowance of Rs. 500/- per month for the period of such duty.

The Drivers engaged on VIP duty in GA Deptt. shall be paid Rs. 200/- per month.

**14. Travel Related Allowance -****i) Daily Allowance:**

Daily Allowance shall be in the revised rate as follows :

Grade	Normal D.A.	For visit to Guwahati/ Dispur/Other N.E. States	For visit outside N.E, States	Hotel Rates Outside NE States
Sr. Grade	350	520	700	1875
Grade-I	300	450	600	1560
Grade II	260	400	520	1250
Grade III	210	320	430	940
Grade IV	180	270	360	625

Other conditions as laid down in the AS(ROP), 2010 shall remain in force.

**ii) Fixed Travelling Allowance-**

There will be no Fixed TA for any Govt. servant except those belonging to Group – D.

**iii) Transport Allowance -**

Transport allowance paid to the employees of Assam Bhawan/ Assam House outside Assam is increased to Rs. 2000/- p.m. and shall be paid only to those employees who are not given accommodation within the premises of Assam House/ Bhawan. Employees of Assam House, Shillong is not entitled to this allowance.

**15. Journey by Air / Train etc.:**

i) Existing provisions as notified in Assam Services (Revision of Pay) Rules, 2010 shall continue subject to the condition that the minimum basic pay for entitlement to air journey on official duties shall be Rs. 60,000/-.

ii) **Journey by road and train** : The existing provision as detailed in AS(ROP) Rules, 2010 shall continue to be in force.

**iii) Journey on Transfer:**

The provisions as notified in AS(ROP) Rules, 2010 shall continue to be in force except that the rate for transportation of personal effect on transfer by road shall be Rs.5/- per 1000 Kg per KM and the transfer grant shall be enhanced as follows:

Sl No.	Grade	Amount sanctioned
1	Senior Grade	2250
2	Grade I	1875
3	Grade II	1500
4	Grade III	1125
5	Grade IV	750

**iv) Floating Allowance (Inland Water Transport):**

Floating allowance shall be given @ 5% of the basic pay with a ceiling of Rs.700 per month to entitled category of employees as at present.

**16. Disability & Children Care Allowance:**

Disability Allowance shall be given to differently abled employees of the State Govt. at the rate of Rs. 1000/- per month. Child care allowance only to disabled women employees shall be paid @ Rs. 1000/- p.m. in addition to disability allowance. A disabled women employee will get maximum of Rs. 3000/- p.m. in case she has a second child born within a year after the birth of the first child.

**17. Constant Attendance Allowance:**

Constant attendance allowance shall be given in the case of 100% disablement of employee @ Rs. 3000/- p.m. for a period as may be recommended by a competent Medical authority. This will be subject to the condition that the employee has actually employed a paid attendant for this purpose.

The policy of interest subsidy for differently abled employees as in force will continue.

**18. Uniform Related Allowance:****Kit allowance and Messing & Dhobi Allowance for Nursing staff is as follows-****a. Kit Allowance**

1	Kit Allowances for the 1 <sup>st</sup> year	Rs. 2000/-
2	Kit allowance for each subsequent year	Rs.1000/-

**b. Messing & Dhobi allowance**

1	Nursing staff under Nursing organization, Sister Tutor/Ward Sister/ Public Health Nurse up to the rank of Matron.	Rs. 600/- per month
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**Kit Allowance for Police Personnel, employees of Jails/Home Guards/Excise/ Environment & Forest Departments is as follows:-**

Sl. No	Rank	Rate of Kit Allowance
1	Assam Police Service (Senior)	Rs.5600 initially and Rs.3750 after every 3 year.
2	Assam Police Service (Junior)/Superintendent Jail Gr.I & Gr.II both/equivalent rank in Home Guards & Civil Defence.	Rs.4700 initially and 2800 after every 3 year.
3	Inspector/Sub-Inspector/ Jailor /Assistant Jailor/Forest Rangers/Excise Inspectors/ equivalent rank in Home Guards & Civil Defence.	Rs.2250 initially and 1150 after every year.
4	Havildar/Head Constables/Chief Head Warder/Head Warder/Deputy Ranger/ Forester/Asstt. Inspector of Excise/Head Constables Excise/ equivalent rank in	Rs.2000 initially and Rs.1000 after every year.

	Home Guards & Civil Defence.	
5	Constables/Warder/Forest Guards/Excise Constable/ equivalent rank in Home Guards & Civil Defence.	Rs.1800 initially and Rs.800 after every year.

The rate of Kit maintenance allowance will be uniform for all ranks and the rate will be Rs. 350/- p.m. for all the above mentioned ranks for this purpose. The rate of Kit maintenance allowance for the personnel of Traffic Branch who are entitled for such allowance as per AS(ROP) Rule, 2010 shall be paid Rs. 500/- p.m.

The Kit maintenance allowance of Rs.400 p.m. shall be given to the Physical Instructors of the Sports and Youth Welfare Department.

#### 19. Allowances specific to Police/Fire Service/Works Department Personnel:

**Ration allowance** for Police personnel up to the rank of Inspectors in all establishment who are not receiving ration in kind and for Chief Head Warder/Head Warder/Warder of Jail shall be given @ Rs.1200/- per month. These rates should be reviewed and refixed as may be required after every three years.

**Rifle allowance** shall be given @ Rs.150/- per month to the Armed Branch Constables, Havildars and equivalent ranks in Home Guards & Civil Defence and Forest Department.

**Batta allowance** is withdrawn. All Police personnel posted in Border Out Posts (BOPs) shall be included in the list of areas for grant of remote area allowance.

**Compensatory Allowance** up to the rank of Inspectors of Police shall be paid @ 5% of the basic pay with a ceiling of Rs.1700 per month. The officers and others of equivalent rank in Home Guard & Civil Defense Organisation shall also be paid compensatory allowance at the same rate.

However, Home Department should carefully examine the matter and instead of spending money on compensatory allowance, the strength of the force should be increased.

#### Commando Allowance :

In view of the specialized nature of job of the Commando Battalion, the Police Personnel, including Class IV employees of the commands Battalion shall be paid an allowance equal to 20% of their respective basic pay during the period they serve in the Battalion. The ceiling of the allowance is Rs. 7500/- p.m.

#### Special Compensatory Allowance for Fire Service Personnel shall be as follows -

Sl. No.	Rank of the officer	Rate of the SCA/month
1	Station Officer (Sub Inspector)	Rs. 280/-
2	Sub-Officer (Asstt. Sub-Inspector)	Rs.200/-
3.	Leading Fireman (Havildar)	Rs.160/-
4	Fireman/Driver (Constable)	Rs.80/-
5	Mechanic	Rs.200/-

#### Special allowance for Officers and other ranks of Special Branch of Police shall be as follows -

Sl. No	Rank	Total strength	Amount of incentive
1	Superintendent of Police	8	Rs.2000 PM
2	Addl. Superintendent of Police	3	
3	Dy. Superintendent of Police	34	Rs.1500 PM
4	Inspector	107	
5	Sub Inspector	435	Rs.1250 PM
6	Asstt. Sub Inspector	374	

7	Head Constable	342	Rs.1000 PM
8	Naik	43	
9	Constable	632	
10	Driver Constable	320	

**20. Technical Allowance-**

Technical Allowance to the officers other than Tracers posted in the Technical (Drawing & Design) Branch of Public Works, Water Resource, Irrigation, Public Health Engineering and Town & Country Planning Departments shall be paid @ 3% of the basic pay subject to a maximum of Rs.1000/- P.M.

**21. Non –Practicing Allowance –**

Professionals in Govt. service shall be allowed private practice without detriment to their normal duty. As regards NPA, Health & Family Welfare Deptt. shall examine the matter.

**22. Leave Travel Concession –**

The present provision of LTC shall continue.

**23. Home Travel Concession –**

Finance (A&F) Deptt. shall examine the recommendation of the Pay Commission at para 1.3 of chapter 12.

**24. Medical Facilities & Benefits –**

Health & Family Welfare Deptt. shall examine the recommendation of the Commission regarding medical facilities and benefits, reimbursement procedure and delegation of issuing essentiality Certificate for employees as well as pensioners. In the mean time existing provisions shall continue.

**25. Training Allowance –**

Department shall take up the matter with AR & Training Department and Finance Department as recommended by the Commission at Para 5.1 & 5.2 of Chapter 15 of the Report.

**26. Rationalisation of Posts & their Grade Pay –**

Concerned Department shall undertake a detailed examination and take up with Finance Department.

**27. Group Insurance Scheme –**

The rate of monthly subscription for GIS as is in force shall continue and all other existing provisions in this regard shall remain unchanged.

**28. Advance Increment –**

- i) All Administrative Deptt. is entrusted the responsibility of examining the recommendation of the 7<sup>th</sup> Assam Pay & Productivity Pay Commission regarding advance increment for acquiring higher academic qualification and submit proposal to AR & Training Deptt. In the meantime existing provisions shall continue.
- ii) Considering the importance of training in Accounts related matters, the number of persons sent for such training shall be decided by the Deptt. according to the need of the Department.

**29. Leave Matters –**

The existing provision regarding leave including casual leave, earned leave, commuted leave, E.O.L., special disability leave, leave without pay and study leave shall continue as before.

**30. Holiday & Office time –**

The existing provisions shall continue.

**31. Pension & Related Benefits –**

Following provisions shall apply with regards to pension and other related benefits:

**1. Superannuation Pension –**

- i) Existing provision of determining superannuation pension at the rate of 50% shall continue.
- ii) Qualifying service for receiving full pension shall be 25 years. Proportionate pension shall be given to those employees who have completed more than 10 years, but less than 25 years of qualifying service.
- iii) Maximum amount of pension shall be Rs. 65000/- p.m.

**2. Additional Quantum of Pension –**

- i) The basic pension on attainment of age of 80 years shall be increased by 20%.

**32. Family Pension Benefits –**

The family pension is divided in two groups as follows-

- i) Where the employee dies before retirement.
- ii) Where the employee dies after retirement.

In the first case the family pension equal to 50% of the last pay drawn by the deceased employee be paid for a period of 10 years or till the date on which the employee would have completed 67 years of age whichever is less. Thereafter the family pension be reduced to 30% of the last pay drawn.

In the second case, where employees dies after retirement, the family pension equal to superannuation pension shall continue to be paid till the date on which the employee would have completed 67 years of age had he not died. Thereafter the family pension be reduced to 30% of the last pay drawn.

- iii) The family pension should be paid to the differently abled children who were dependent on the pensioner at the time of his death and if the spouse of the pensioner is also not surviving.
- iv) The revised amount of minimum family pension shall be Rs. 5500/-

**33. Special Family Pension –**

- i) The existing provision of the Special Family Pension shall continue.
- ii) The appointing authority of the concerned employee shall examine grant of DA increase and benefit of pay revision.

**34. Leave Encashment and Gratuity –**