

PRESS STATEMENT

Government of Tripura Finance Department

Dated, the 13th June, 2017

The Council of Ministers in the meeting held on 13th June, 2017 have approved to implement the recommendations made by the Pay & Pension Revision Committee for the employees & pensioners of the State Government, employees and workers of State Govt. establishments, PSUs and other organizations, Anganwadi workers/helpers, Pump operators etc.

The major highlights are as below:

- New pay structure in the form of "Pay Matrix" has been approved. 21 Levels have been approved in the pay matrix instead of existing 21 Grade Pays. Uniform fitment factor @ 2.25 has been approved for all categories of employees under Government of Tripura. At the Central Government, minimum fitment factor is 2.57.
- Real increase in the minimum pay is 19.68% as compared to 14.2 % in respect of Central Government.
- Minimum pay of the initial pay scale has been approved at Rs. 14040/- in comparison to existing pay of Rs. 6240/-. Similarly, minimum pay of the highest pay scale has been approved at Rs. 1,17,000/- in comparison to existing pay of Rs. 52000/-.
- Maximum pay of the highest pay scale has been approved at Rs. 2,11,440/- in comparison to existing pay of Rs. 58540/-.
- The quantum of minimum increase as well as the average increase in the pay of various categories of employee will be as follows:-

	Gr-D	Gr-C	Gr-B	(In Rs.) Gr-A
Minimum increase at entry level	2309	3091	5416	7770
Average increase	3932	5499	9477	15006

- Date of effect of the revision of pay is 01.04.2017.
- Annual increment @ 3% is retained.
- Date of increment: Two dates for grant of increment i.e., on 1st January or 1st July of every year provided that an employee shall be entitled to only one annual increment either on 1st January or on 1st July depending on his date of appointment, promotion or grant of financial upgradation.

- Modified Assured Career Progression Scheme (MACPS): The financial upgradation will involve grant of one increment at existing rate in the existing Level of the pay matrix in which the pay of the employee is fixed without any further placement in the subsequent Levels.

Total employees / pensioners to be benefited:

- The total number of State Govt. employees to benefit 1,52,331.
- The number of Govt. Pensioners and Family Pensioners 60,491.
- Number of PSU employees including regular and fixed pay/ DRW etc 9,000.
- Number of Anganwadi workers, helpers and Pump Operators 22,821.
- Total employees / pensioners to be benefited 2,44,643.

Additional yearly financial implication for 2017-18:

(Rs. in Crores)	
Due to revision of pay	761.96
Due to revision of allowances etc.	94.17
Due to revision of pension	333.33
Total	1189.46
Due to revision for Anganwadi workers, helpers and Pump Operators	13.00
Due to revision at TTAADC	40.23
Grand Total	1242.69

The Government has also approved introduction of the following three new allowances:

- Disability allowance for Physically / Visually handicapped employees.
- Child care allowance for Physically challenged employees and for employees having disabled children.
- Training allowance for Police / Agriculture staff deputed to Training Institutes on full time.

The Government has also retained 24 existing allowances.

- Employees of State PSUs to be allowed with revision of pay structure on the basis of pay matrix in respect of the State Government employees w.e.f 01.04.2017 including Jute Mill keeping their financial capacities including future commitments of both long and short term in mind.

Pension and other retirement benefits

- Pension to be determined by multiplying the basic pension/ basic family pension by 2.25 subject to minimum and maximum rate of pension.

	Approved	Existing
Minimum pension (Rs.)	7020	3120
Maximum pension (Rs.)	1,05,720	38500

- Death-cum-retirement gratuity (DCRG): Approved to enhance ceiling to Rs. 10.00 lakhs from existing Rs. 4.00 lakhs.
- Commutation of pension: Revised commutation table to be adopted for employees who has proceeded/ will proceed on superannuation on or after 01.04.2017, as the case may be.
- Given the additional burden on the State finances to implement the recommendations, the State Govt has also decided to take up several measures to improve economy in expenditure and mop up additional resources.
- The Finance Department will issue detailed instructions regarding implementation of revised pay matrix, revised allowances, revised pension, and revision in respect of PSUs, Boards, Agencies, Corporations and other organisations.