

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF EXPENDITURE

RESOLUTION

New Delhi, the 9th April, 1994
Chaitra 19, 1916 (Saka)

No. 5(12)E-III/93. The Government of India have been considering for some time past the changes that have taken place in the structure of emoluments of Government employees over the years. Conditions have also changed in several respects since the last Pay Commission made its Report in 1986. Accordingly, it has been decided to appoint the Fifth Central Pay Commission comprising the following:-

1. Chairman - Shri Justice S.R. Pandian
 2. Member - Prof. Suresh Tendulkar
 3. Member-Secretary - Shri M.K. Kaw
2. The terms of reference of the Commission will be as follows:-
- (a) To evolve the principles which should govern the structure of emoluments and those conditions of service of Central Government employees which have a financial bearing.
 - (b) To examine the present structure of emoluments and conditions of service of the following categories of Government employees, taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible:-
 - i) Central Government employees - industrial and non-industrial;
 - ii) Personnel belonging to the All India Services;
 - iii) Personnel belonging to the Armed Forces;
 - iv) Personnel of the Union Territories; and
 - v) Officers and employees of the Supreme Court of India and the High Court of Delhi.
 - (c) To examine, with a view to having a proper pension structure for pensioners, the existing pension structure including death-cum-retirement benefits and make recommendations relating thereto which may be desirable and feasible.
 - (d) To examine the work methods and work environment as also the variety of allowances and benefits in kind that are presently available to the aforementioned categories in addition to pay and to suggest rationalisation and simplification thereof with a view to promoting efficiency in administration, reducing redundant paper-work and optimising the size of the Government machinery.
 - (e) To make recommendations on each of the foregoing having regard, among other relevant factors, to the prevailing pay structure and retirement benefits available under the State Governments, etc., economic conditions in the country, the resources of the Central Government and the demands thereon such as those on account of economic and social development, defence and national security and requirements of sound fiscal management.
3. The Commission will devise its own procedure and may appoint such Advisers, institutional consultants and experts as it may consider necessary for any particular purpose. It may call for such information and take such evidence as it may consider necessary. Ministries and Departments of the Government of India will furnish such information and documents and other assistance as may be required by the Commission. The Government of India trust that State Governments, Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.
4. The Commission will make its recommendations as soon as feasible. It may consider, if necessary, sending reports on any of the matters as and when the recommendations are finalised.

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Ordered that the Resolution be published in the Gazette of India.

Ordered also that a copy of the Resolution be communicated to the Ministries/Departments of the Government of India, State Governments/Administrations of Union Territories and all others concerned.

K. Venkatesan
(K. Venkatesan)

Secretary to the Government of India