

**RECOMMENDATIONS TO SIXTH CENTRAL PAY COMMISSION**  
**BY BORDER SECURITY FORCE — AT A GLANCE**

| No  | RECOMMENDATIONS   |
|-----|---|
|     | <b><u>GENERAL</u></b>   |
| 1   | Group 'A' establishment of BSF is to be treated as an Organized Service.  |
| 2   | Change of designation of 2 <sup>nd</sup> –in-Command as Additional Commandant.  |
| 3   | Inspector of BSF should be given Group 'B' Gazetted status.   |
| 4   | Up-gradation of enrolled followers of BSF in the grade of skilled persons and to place their pay in pre-revised scale Rs.3050-4590 (S-5).<br>Existing pay scales should be increased by 4 times.                                      |
| 5   | The abolished ranks of LNK and NK should be restored with appointment pay Rs. 500 pm for LNK and Rs.800 pm for NKs.   |
| 6   | Non-combatised civilian posts should be granted replacement scales as admissible to analogous posts of CSS cadre.   |
| 7   | Separate Pay scale should be granted to ADIG rank.  |
| 8   | Up-gradation of the pay Scale of Inspector from Rs.6500-10500 to Rs.7500-12000 in the pre-revised scale.  |
| 9   | Constable (Rs.3050-4590) is promoted to Head Constable (Rs.3200-4900) after 18-20 years. Therefore, pay scale of Head Constable should be enhanced proportionately considering years of service they have to put forth for promotion. |
| 10  | Pay scale of Section Officer (Rs.6500-10500) of BSF may be placed in the scale Rs.8000-13500 after 4 years as admissible in the case of CCS cadres in GOI.  |
| 11  | Pay scale of Assistants (Rs.5500-9000) should be placed in the scale Rs.6500-10500 as admissible in the case of CCS cadres in Central Government.   |
| 12  | Rate of Increment is to be 5 % of basic pay and should be granted in January every year irrespective of actual date of increment.   |
| 13  | Pay scales of Law cadre officers should be at par with GD officers and to be granted NPA @ 30%.   |
| 14  | DACP to be extended to Veterinary Officers of BSF.  |
| 15  | ACP to be granted to Para-Veterinary staff in BSF.  |
| 16  | Incentive for flying hours to BSF Air Wing officers and technical staff/crew.   |
| 16A | Technical Qualification Allowance to Pilot Co- Pilot and Engineers.   |
| 16B | Allowance to Accountable Manager/Chief Engineer/Quality Control Manager/Dy Quality Control Manager in Air Wing.   |
| 17  | Technical Pay Rs.200 pm to ASI(RM) and Rs.400 pm for SI(RM) to be granted.  |
| 18  | Pay scale of Pharmacists should be placed at par with analogous ranks of GD.  |
| 19  | Existing Special pay to Key Appointments to be doubled. Spl pay Rs.200 pm to be granted to Nursing Assistants.  |

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| <b><u>ALLOWANCES</u></b> |   |
|--------------------------|---|
| 20                       | <p>Hardship allowance @ 50% to 30 % of Basic Pay to BSF Pers<br/>OR<br/>In addition to existing allowances<br/>Hardship allowances to BSF Personnel –<br/>Extreme hard area-40%,very hard area-35% &amp; hard area – 30% of BP<br/>ELSE<br/>Counter Insurgency/Counter terrorism allowance @ 35% of basic pay<br/>ELSE<br/>Internal security duty allowance @ 20% of basic pay.</p> |
| 21                       | Percentage for grant of CILQ to Head Constables (47%), Constables & Followers (35%) should be enhanced to 100%.   |
| 22                       | Rate of CILQ be worked out based on the City/Town where family residing instead of lowest rate of HRA component.  |
| 23                       | House rent allowance to be revised to 40%, 30%, 20% & 15%.  |
| 24                       | Classification of city/town for grant of House Rent Allowance should be reduced to A-1, A, B & C.   |
| 25                       | HRA component being paid to the Central Government employees may be kept out from the purview of Income Tax.  |
| 26                       | HRA for keeping family any where in India be extended to Pers posted in Rann of Kutch, Creek areas of Gujarat and NE Region without any mention of last place of posting — Double HRA.  |
| 27                       | Increase the amount of initial uniform grant (Rs.6500) to Rs. 25,000 and renewal grants (Rs.3000 after 7 years) to Rs. 10,000 after every three years.  |
| 28                       | Increase of Kit Maintenance Allowance (Rs.150) to Rs.800 pm to officers.<br>Increase of Washing Allowance (Rs.30) to Rs.300 for ORs and Rs.600 for SOs.   |
| 29                       | Increase of Children Education Allowance (Rs.100) to Rs.1000 (Class 1 to 12), Rs.2000 for Graduation and Rs.3000 (PG level). Hostel Subsidy (Rs.300) to Rs.2000 (Class 1 to 12), Rs.3000 (Graduation) and Rs.5000 (PG level).   |
| 30                       | Detachment Allowance should be @ 50% of DA rates instead of ¼ rates.  |
| 31                       | Border belt be treated as expensive equivalent to 'A' class for drawl of all types of allowance for troops deployed on border.  |
| 32                       | Increase of Tpt Allowance—Rs.5000(GOs), Rs.3500 (Insp) & Rs.2000 (Others).  |
| 33                       | To abolish concept of Campus for pers posted at Trg Institutions for grant of transport allowance.  |
| 34                       | RMA should be exempted from the purview of Income Tax.  |
| 35                       | Ration Money should be entitled during leave.   |
| 36                       | Uniform Rate of RMA for ration worth 3,850 calories for troops at static locations.   |

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| 37 | Quantum of Ration Money is to be fixed based on market rate of ration items.  |
| 38 | Ration Money Allowance should be revised in every six months like dearness allowance taking on account of increase of whole sale price index. RMA should be @ Rs.50 per day and Rs.1500 pm; and surrender facility of RMA for claiming full DA. |
| 39 | Grant of SDA & SCA to troops on CI Role whose headquarters located outside NE region.   |
| 40 | Special Allowance @ 15% of BP to BSF 'G' staff on the analogy of IB personnel.  |
| 41 | Enhancement of Hill Compensatory Allowance (Rs.100 to Rs.300) to Rs.300 to Rs.1000.   |
| 42 | SDA @ 12.5 % to personnel posted Rann of Kutch and Creek area of Gujarat State as admissible to NE region.  |
| 43 | Spl Compensatory (Border Area) Allowance to be enhanced and extended to BSF personnel.  |
| 44 | TA (Transfer grant/Transportation charges) be paid as actual and not restricting to good train rates.   |
| 45 | Medal Allowance be enhanced — PPMG(Rs.750) to Rs.1500 pm and PMG (Rs.450) to Rs.1000 pm.  |
| 46 | PPMG and PMG awardees to be entitled to travel by Shatabdi/ & Rajdhani Exp Trains.  |
| 47 | Lump sum incentive to be granted to recipients of Police Medal: Gallantry Award - Rs.90000; President's Police Medal - Rs.60000; Police Medal - Rs.30000.   |
| 48 | Incentive for PPMDS and PMMS — Rs.500 pm for PPMDS and Rs.300 for PMMS and free travel for self for these awardees.   |
| 49 | Training/Instructors allowance to be increased to 30% of BP.  |
| 50 | Existing Spl allowances for appointments should be doubled.   |
| 51 | Daily allowance should be paid @ 1 day's salary for 1 DA.   |
| 52 | Deputation Allowance (5 % & 10%) to be enhanced to 10% and 20% of basic pay.  |
| 53 | Hospitality allowance to be granted @ Rs.1000 to 5000 proportionately from Coy Commander to Head of Department.   |
| 54 | Funeral allowance (Rs.5000) to be enhanced to Rs.10000.   |
| 55 | Command special allowance to be granted @ 10% of BP to those who look after higher responsibilities in addition to their own duties.  |
| 56 | Family planning allowance to be amalgamated into basic pay for all purpose.   |
| 57 | City Compensatory Allowance — Areas should be classified in two categories i.e. Metropolitan and other cities/including border belts.   |

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|    | <b><u>OTHER BENEFITS</u></b>   |
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| 58 | ACP-Financial Upgradation to group 'A' post on regular service of 4, 9 & 14 years and financial upgradation at 8, 16 & 24 years to other categories.   |
| 59 | RMA should be excluded from the purview of Income Tax.   |
| 60 | Exemption of Income tax on HRA and CCA.  |
| 61 | Journey period should be allowed to Bordermen during earned leave and casual leave.  |
| 62 | Journey period on leave to personnel belonging to North Eastern Region serving out side NE region on the analogy of other pers serving in NE region.   |
| 63 | Ceiling limit of EL accumulation (300 days) should be done away with.  |
| 64 | Encashment of accumulated leave thrice in service career should be allowed.  |
| 65 | Encashment of Half Pay Leave available at credit at the time of retirement should be allowed without deducting PEG.  |
| 66 | Personnel deputed as attendants to patients should be allowed TA and DA both and period should be treated as duty.   |
| 67 | One month extra pay to compensate duties on Sundays/holidays recommended by 5 CPC should be paid.  |
| 68 | Rail concession of 50% when traveling from place of deployment to home town in addition to LTC should be allowed.  |
| 69 | Leave travel concession: Self – twice in a year to & fro. Family – Once in a year from home town to place of duty and back or vice versa.  |
| 70 | Encashment in lieu of 4 year LTC block to the extent of 65% should be allowed.   |
| 71 | Enhance class of travel at par with entitlement of duty for pay scales Rs.12000 to 18400.  |
| 72 | LTC to foreign countries twice in a service career should be allowed.  |
| 73 | Air travel facility to & fro and vice versa from: Manipur to Guwahati and Kolkatta; Kolkatta to Agartala, Silchar, Aizwal; Srinagar to Jammu.  |
| 74 | Bonus should be paid to all Government employees in the similar manner the productivity linked bonus. Bonus should be paid to all classes of employees.  |
| 75 | 3 to 5 Star Hotel facilities to Officers and increased rates of Hotel charges for SOs and ORs on tour.   |
| 76 | Medical allowance @ Rs.1000 for families of serving pers staying away from unit location.  |
| 77 | Head of Composite Hospital should be authorized to refer BSF patients for specialized treatment outside State without any reference and clearance from local district and State medical authorities. |
| 78 | Group health insurance cover on the analogy of Public/Private sector should be extended to BSF personnel and their families.   |

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| 79 | Period of hospitalization due to sickness on duty should be regularized by granting hospital leave with full pay and allowance as admissible in Army.  |
| 80 | RMA should be paid during hospitalization period and at higher rates.  |
| 81 | Monetary benefit to be extended to honorary ranks in BSF.  |
| 82 | Spl incentive for upbringing female child.   |
|    | <b><u>PENSION &amp; GRATUITY</u></b>   |
| 83 | Separate pension rules to be framed for BSF personnel.   |
| 84 | CCS (Pension) Rules to be made applicable to BSF personnel joined service after 01.01.2004 also.   |
| 85 | Increase of percentage of family pension to widows and disability pension to handicapped pers recommended.   |
| 86 | Full pensionary benefits on completion of 30 years of qualifying service instead 33 years and three additional notional increments to be added in the basic pay for the purpose of calculation of pension.                               |
| 87 | Upper ceiling limit for Retirement Gratuity should be removed.   |
| 88 | Higher rates of service of gratuity to those who invalided out from service before completion of 10 years of qualifying service.   |
| 89 | Provision of pension/gratuity to those leaving service on completion of 10 years qualifying service due to compelling domestic circumstances.  |
| 90 | Ex-gratia payment admissible should be enhanced three times.   |
| 91 | Enhanced rate of family pension should be allowed upto the date of on which deceased employee would have attained the age of 67 years or 10 years from the date of death.  |
| 92 | Recommended payment of liberalized pension to children of deceased BSF personnel in the cases widows remarries.  |
| 93 | Provision for payment of portion of family pension/Ex-gratia and lump sum compensation etc. to dependent parents recommended.  |
| 94 | Insurance amount assured under CGEGI scheme to all categories of personnel should be increased — Rs. 10 lacs for GOs, 7 lac to SOs and 5 lacs to ORs.  |
| 95 | BSF pers remain on duty 24 hours a day, 7 days in a week round the year. Therefore, BSF pers be treated on duty all times for all service benefits except unauthorized absence, self inflicted injuries and willful misconduct.          |
| 96 | Amendment of definition of family to include dependent minor brothers and sisters in the cases of those who die in service as bachelor.  |
| 97 | Medical Allowance admissible (Rs.100) to retirees be increased to Rs.2000 pm.  |
| 98 | Special benefits to allow ex-gratia lump-sum compensation to disabled personnel boarded out on medical grounds due to injuries suffered during combat operations of other duties should be increased to 75% of lump-sum exgratia amount. |

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| 99  | Year of service for voluntary retirement should be reduced from 20 years to 15 years.   |
| 100 | Pension should be worked out on last pay drawn instead of 10 month average.   |
| 101 | Certain percentage for Central and State Govt jobs to be reserved to rehabilitate personnel who become disabled during operations against militant and border skirmishes and dependents of disabled and deceased. |



Blessed is he who expects nothing for  
he shall never be disappointed.

[Compiled by Pankaj Goomer, Commandant (PCC)]