



**Sushama Nath**  
**Member Secretary**  
Phone No. 26890694  
Fax 26890681

छठा केंद्रीय वेतन आयोग

भारत सरकार

**SIXTH CENTRAL PAY COMMISSION**

**GOVERNMENT OF INDIA**

DO No. 10/MS/VI/CPC/2006

नई दिल्ली New Delhi, the December 12, 2006

Dear *Shri Dutt,*

The Sixth Central Pay Commission has asked IIM Ahmedabad to undertake a study for considering the feasibility for formulation of parameters for **performance related pay** in Government.

2. The study seeks to examine the possibility of direct correlation between performance related pay and delivery of services to citizens/organization/other departments with measurable, quantifiable criteria for judging performance and productivity of different grades of employees in various government organizations. The study aims to develop a model suited to Indian conditions which is transparent, measurable, fosters accountability and is linked to deliverables. It will look at, inter alia, competency, efforts, output, value added measures, productivity measures and consumer satisfaction measures.

3. Your Ministry is one of the Ministries identified for the study and the following details are required for your Ministry urgently.

- Vision/Mission/Objectives,
- Detailed organizational structure & departmentalization,
- Details about cadres/services,
- Staffing pattern
- Job Descriptions,
- Work norms/ Time deadlines.

4. This information may be kindly be provided by 26<sup>th</sup> December, 2006.

*With kind regards,*

Yours sincerely,

*Sushama Nath*  
(Sushama Nath)

Shri Shekhar Dutt,  
Secretary,  
Ministry of Defence  
South Block, New Delhi