

7/23/2008-E.III(A)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, dated the October 07, 2008.


OFFICE MEMORANDUM

Subject: Pay revision of employees of Quasi-Government Organizations, Autonomous Organizations, and Statutory Bodies, etc. set up by and funded/controlled by the Central Government.

Vide this Department's O.M. of even number dated 30.9.2008, orders were issued by the Government to extend the revised pay structure implemented by the Government for Central Government employees on the basis of recommendations of the Sixth Central Pay Commission to the employees of Autonomous Organizations etc. whose pattern of emoluments structure is identical to those of the Central Government employees. The said O.M. clearly stipulated that the revised pay structure as incorporated in Section I and II of Part A of the First Schedule to the Civil Services (Revised Pay) Rules, 2008 alone may be adopted.

2. This Department has since received queries from various administrative ministries/departments whether Part B of the First Schedule to the Rules *ibid.* containing the revised pay structure for certain common categories of staff would also be applicable to employees of these Autonomous Organizations. In this connection, it is clarified that Part B of the First Schedule will not be automatically applicable to the employees of the said Autonomous Bodies. However, the Ministry concerned shall take an individual view in each case to see whether implementation of the revised pay structure for certain common categories of staff is justified for the staff working in the Autonomous Body concerned based on functional considerations. Also, it should be seen whether the Autonomous Body in question is in a position to bear the additional expenditure on account of upgradations involved as per the formula given in para 4 this Department's O.M. dated 30th September, 2008. Needless to say, only those categories may be considered for upgradation whose pre-revised scales were the same as those in Part B of the First Schedule to CCS (RP) Rules, 2008.

3. Based on the above, administrative ministries/departments concerned may decide each case individually and if justified, submit proposals in this regard to this Department through their Integrated Finance.


(ALOK SAXENA)
Director (IC)

To

All Ministries/Departments of the Government of India
All Financial Advisers (By name)

No.7/23/2008-E-III (A)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, dated the 30th September, 2008

OFFICE MEMORANDUM

Sub: Pay revision of employees of Quasi-Government Organizations, Autonomous Organizations, and Statutory Bodies, etc set up by and funded/controlled by the Central Government --Guidelines regarding.

Orders have been issued by the Government to implement the revised pay structure for the Central Government employees on the basis of the recommendations of the Sixth Central Pay Commission as accepted by the Government. It has now been decided that these orders may be extended to the employees of Autonomous Organizations etc whose pattern of emolument structure i.e. pay scales and allowances (in particular the Dearness Allowance, the House Rent Allowance and City Compensatory Allowance) are identical to those of the Central Government employees. This is further subject to the stipulation that conditions of service of employees of those organizations, especially those relating to hours of work, payment of OTA etc, would also be exactly similar to those in Government Departments. There is no objection to the Autonomous Organizations etc adopting the Central Civil Services (Revised Pay) Rules, 2008. It is, however, clarified that the revised pay structure as incorporated in Section I and II of Part A of the First Schedule to the Rules ibid alone may be adopted. It is further added that the revised pay structure would be admissible to those employees who opt for the same in accordance with the extant Rules. Likewise, deductions on account of Provident Fund or Contributory Provident Fund, as the case may be, will have to be made on the basis of the revised pay w.e.f the date the employee opts to elect the revised pay structure.

2. In case of those categories of employees whose pattern of emoluments structure i.e. pay scales and allowances and conditions of service are not similar to those of the Central Government employees, a separate 'Group of Officers' in respect of each of the Autonomous Bodies may be constituted in the respective Ministry/Department. The Financial Adviser of the respective Ministry/Department will represent the Ministry of Finance on this Group. The Group would examine the proposals for revision of pay scales etc taking into account the views, if any, expressed by the staff representatives of the concerned organizations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of these Autonomous Organizations etc is not more beneficial than that admissible to the corresponding categories of the Central Government employees. The final package recommended by the 'Group of Officers' will require

the concurrence of the Ministry of Finance or the Department of Personnel & Training, as the case may be.

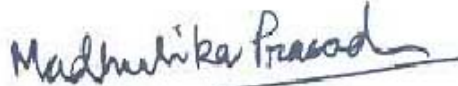
3. The mode of payment of arrears of pay shall be as laid down in Rule 14 of the Central Civil Services (Revised Pay) Rules, 2008 for the Central Government employees.

4. The adoption of revised pay structure based on these orders by Autonomous Organizations, etc, both where the pattern of emoluments structure is identical to the Central Government and where emoluments structure is not similar, will be subject to the following conditions as far as budgetary support for additional expenditure is concerned :-

- (a) 80% of the additionality will be met by the Central Government;
- (b) 10% of the additionality will be met by the Autonomous Organizations, etc through additional generation of revenue; and
- (c) Balance 10% of the additionality will be managed by the Autonomous Organizations etc through savings.

4.1 In the case of Autonomous Organizations, etc. which have no source of generating revenue, 90% of the additional expenditure will be met by the Central government.

5. If the additional expenditure cannot be met in accordance with the funding pattern mentioned in paragraph 4 and 4.1 above, each request for funds in excess of the amount worked out as per this formula will be examined on merits by the administrative Ministry and sent to this Department for consideration.


(Madhulika P. Sukul)
Joint Secretary (Per)

To

All Ministries/Departments of the Government of India
All Financial Advisers (By name).