

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).