

New Delhi, the 2nd December, 1997

OFFICE MEMORANDUM

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

As the Ministry of Home Affairs etc. are aware, the Government have already issued orders regarding revision of pay scales of Central Government employees on the basis of the recommendations of the Fifth Central Pay Commission as accepted by the Government. It has been decided that these orders may be extended to the employees of Autonomous Organisations 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 organisations, specially 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 Organisations etc. adopting the Central Civil Services (Revised Pay) Rules, 1997. It may, however, be clarified that the revised scales of pay as incorporated in Part A of the First Schedule to the Rules *ibid* alone may be adopted. It may further be added that the revised scales would be admissible to those employees who opt for these 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 scales.

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 organisations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of these Autonomous Organisations 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.

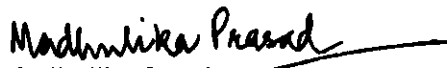
3. The mode of payment of arrears of pay shall be the same as in case of Central Government employees viz. the arrears would be paid in cash with the stipulation that where the amount of arrears is less than Rs.5000/-, it should be paid in one instalment and where it is in excess of Rs.5000/-, it should be paid in two instalments: in the first instalment payment should be restricted to Rs.5000/- plus fifty percent of the balance amount of arrears. The definition of arrears shall also be the same as incorporated below Rule 11 of Central Civil Services (Revised Pay) Rules, 1997.

4. The adoption of revised scales of pay based on these orders by Autonomous Organisations, 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 Organisation etc. through additional generation of revenue ; and
- (c) balance 10% of the additionality will be managed by the Autonomous Organisation etc. through savings.

4.1 In the case of Autonomous Organisations, 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 as per this formula will be examined on merits by the administrative Ministry and sent to this Department for consideration.


(Madhulika P. Sukul)
Director (Pay)

To,

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