

**V-16020/28/2017-INI-I (Pt.II)**  
**Government of India**  
**Ministry of Health and Family welfare**  
**INI-I Section**

**Nirman Bhawan, New Delhi**  
**Dated 16<sup>th</sup> November, 2017**

To,

The Director,  
All India Institute of Medical Sciences (AIIMS),  
Ansari Nagar, New Delhi.

**Sub: Revision of Pay & Allowances in All India Institute of Medical Sciences, New Delhi (AIIMS, New Delhi) - reg.**

Sir,

Consequent upon implementation of 7<sup>th</sup> Central Pay Commission for Central Government employees and as per the directions of Department of Expenditure, Ministry of Finance in the matter of revision of pay & allowances of non- faculty members and allowances of faculty members of AIIMS, New Delhi, the approval of Government is hereby conveyed for **revision of pay & allowances of non- faculty members and allowances of faculty members of AIIMS, New Delhi** in accordance with Ministry of Finance O.M No. 1/1/2016-E.III (A) dated 13.1.2017 & 26.7.2017. Only normal replacement pay scales as per Part A of the Schedule of CCS (RP) Rules, 2016 may be given to Non-Faculty of the Institute.

2 The effective dates of fixation of Pay & allowances in the Institute are 1.1.2016 and 1.7.2017 respectively.

3 Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Health and Family Welfare, Ministry of Health and Family Welfare, for clarification/ decision of the Central Government.

4 This issues with the approval of Integrated Finance Division of Ministry of Health and Family Welfare vide its diary no. C-2095 dated 14.11.2017.

Yours faithfully,



(Lav Agarwal)

**Joint Secretary to the Govt. of India**

Copy to:-

1. The Secretary, Department of Expenditure, North Block, New Delhi
2. The Secretary, Department of Personnel and Training, North Block, New Delhi
3. The Secretary, Ministry of Human Resource and Development, Shastri Bhawan, New Delhi.
4. Special Secretary & Financial Advisor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.
5. NIC, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi with a request that the order may be uploaded on the official website of the Ministry.



(51)

F. No.1/1/2016-E.III(A)  
Government of India  
Ministry of Finance  
Department of Expenditure  
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New Delhi, 13<sup>th</sup> January, 2017

Office Memorandum

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

The employees working in the Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies etc. set up and funded/controlled by the Central Government, are not Central Government employees and, therefore, the benefits implemented by Central Government in respect of Central Government employees as part of their service conditions, are not directly applicable to the employees working in such autonomous organizations. The application of such benefits as given to Central Government employees in respect of employees of such autonomous organizations as well as the manner and conditions governing such application, including sharing of the additional financial implications arising thereon, requires specific approval of the Central Government. The autonomous organizations are expected to manage their affairs in such a fashion that their dependence on Central Government for financial support to meet the extra financial implications is minimal, as such autonomous organizations are expected to be financially self-sufficient so as not to cause any extra burden on the Central Exchequer.

2. In the above background, the question of extension of the revised pay scales in terms of the CCS (RP) Rules, 2016 as notified on 25.7.2016 in respect of Central Government employees based on the recommendations of the 7<sup>th</sup> Central Pay Commission, to the employees of the Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies, etc., set up and funded/controlled by the Central Government, where pattern of emolument structure, i.e. pay scales and allowances, in particular Dearness Allowance, House Rent Allowance and Transport Allowance, are identical to those in case of the Central Government employees, has been considered by the Government and it has been decided that the revised pay scales as per the Pay Matrix, as contained in Part-A of the Schedule of the CCS(RP) Rules, 2016 as well as the principle of pay fixation as contained in the said rules, may be extended to the employees of such organizations, subject to the following stipulations:-





- (i) The conditions of service of employees of these organizations, especially those relating to hours of work, payment of OTA etc. are exactly similar to those in case of the Central Government employees,
- (ii) The revised pay structure shall be admissible to those employees who opt for the same in accordance with the extant Rules.
- (iii) Deductions on account of Provident Fund, Contributory Provident Fund or National Pension System, as may be applicable, will have to be made on the basis of the revised pay w.e.f. the date an employee opts to elect the revised pay structure.

3. The revised pay scales contained in Parts B & Part C of the Schedule of the CCS(RP) Rules, 2016, shall not be automatically applicable to the employees of Autonomous Organizations. The concerned Administrative Ministry shall consider such cases keeping in view whether these pay scales are justified for the category of staff of Autonomous Organizations based on functional considerations, recruitment qualifications, as well as the applicable pre-revised pay scales. Based on such an examination by the concerned Administrative Ministry, appropriate proposals, if justified, would be submitted to the Ministry of Finance, Department of Expenditure, through their Integrated Finance.

4. 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.

5. In regard to the additional financial impact arising out of the implementation of the revised pay scales, as provided above, the following parameters shall be kept in view:-

- (i) In respect of those Autonomous Organizations, which have not been depending upon the Government Grants for their operations or for meeting the cost of salary, including those autonomous organisations which are in a position to meet the additional financial impact from their own internal resources, the additional financial impact shall be met by the concerned autonomous organizations without any financial




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support whatsoever from the Government. No financial support shall be given by the Central Government in such cases.

- (ii) In respect of the other Autonomous Organizations, which are not in a position to meet the additional financial impact, either fully or partly, on account of the implementation of the revised pay scales, the concerned autonomous organization will take up the proposals with the Financial Advisers of the respective Administrative Ministry/Department, bringing out the extent to which the additional cost could be met internally, the shortfall to be made up and the reasons for the shortfall. While giving concurrence to the implementation of the revised pay scales, the Financial Advisers shall ensure that the extent of Government support is kept at the minimum, and in no case the Government support shall be more than 70% (seventy percent) of the additional financial impact.
- (iii) In respect of Autonomous organisations set up under a specific Act of Parliament, not generating adequate internal resources to meet the additional financial impact, the extent of Government support may be more than 70% of the additional impact, provided in the opinion of the concerned Financial Adviser the nature of functions and the fund position of the organisations so warrant.
- (iv) The mode of payment of arrears, as laid down in Rule 14 of the CCS(RP) Rules, 2016 shall be followed, subject to the overall financial impact and the capacity of the concerned autonomous organization to absorb the cost without putting any avoidable burden on the Governments finances, provided the conditions mentioned above are met.

6. The Central Government has not taken any decision so far in regard to various allowances based on the 7<sup>th</sup> Central Pay Commission in respect of Central Government employees and, therefore, until further orders the existing allowances in the autonomous organizations shall continue to be admissible as per the existing terms and conditions, irrespective of the revised pay scales having been adopted.

  
(Amar Nath Singh)  
Director

To,

All Ministries/Departments of the Government of India, as per the standard mailing list.

All Financial Advisers (By name)



F. No. 1/2/2016-E-III(A)  
Government of India  
Ministry of Finance  
Department of Expenditure

North Block, New Delhi  
Dated the 26<sup>th</sup> July, 2017

Office Memorandum

Subject: Revision of rates of Allowances -extension of Government decisions on the recommendations the 7<sup>th</sup> Central Pay Commission in respect of employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies set-up by and funded/controlled by the Central Government-regarding.

The undersigned is directed to invite attention to this Department's OM of even number dated 13.1.2017, regarding extension of revised pay scales based on the recommendations of the 7<sup>th</sup> Central Pay Commission in respect of employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies set-up by and funded/controlled by the Central Government and to say that in terms of para 6 thereof, it was mentioned that the Central Government has not taken any decision in regard to various allowances based on the recommendation of the 7<sup>th</sup> Central Pay Commission in respect of Central Government employees and, therefore, until further orders, the existing allowances in the autonomous organizations shall continue to be admissible as per the existing terms and conditions, irrespective of the revised pay scales having been adopted.

2. The decision of the Central Government on the recommendations of the 7<sup>th</sup> Central Pay Commission in regard to allowances in respect of Central Government employees have since been announced as per this Department's Resolution No. 11-1/2016-IC dated 6.7.2017 and the consequent Government orders have also been issued by this Department in regard to allowances like HRA, Travelling Allowance, Transport Allowance, Family Planning Allowance, etc. The attention is also invited to this Department's OM No.29/1/2017-E-IIB dated 11<sup>th</sup> July, 2017 regarding non-disbursal of discontinued allowances.

3. Accordingly, it has been decided that such of the existing allowances at present admissible in case of employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies set-up by and funded/controlled by the Central Government, as are exactly as per the Central Government pattern, may be revised in accordance with the decision contained in the aforesaid Resolution dated 6.7.2017 read with the Government orders issued in the matter. The provisions contained in this Department's OM No. 29/1/2017-E-IIB dt. 11<sup>th</sup> July, 2017 regarding non-disbursal of discontinued allowances shall also be strictly followed.



4. All other stipulations including the modalities for additional financial impact on allowances, as contained in the OM dated 13.1.2017 referred to in para 1 above, shall continue to be applicable in regard to these orders.

5. Hindi version of these orders is attached.



(Amar Nath Singh)  
Director

To

All Ministries/Departments of Government of India  
All Financial Advisors of the Government of India.