

No. 12/1/88-~~Estt.~~(Pay-I)
Government of India

(No. 98) 6

Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

.....

New Delhi, the 7 Aug., 1989

OFFICE MEMORANDUM

Subject:- Guidelines for fixing pay of candidates working in Public Sector Undertakings, etc. recommended for appointment by the Commission by the method of recruitment by selection - regarding -

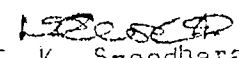
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The undersigned is directed to say that as per extant rules/orders on the subject, pay protection is granted to candidates who are appointed by the method of recruitment by selection through the U.P.S.C. if such candidates are in Government service. No such pay protection is granted to candidates working in Public Sector Undertakings, Universities, Semi-Government Institutions or Autonomous Bodies, when they are so appointed in Government. As a result of this, it has not been possible for Government to draw upon the talent that is available in non-Government organisations.

2. The question as to how pay protection can be given in the case of candidates recruited from Public Sector Undertakings, etc. has been engaging the attention of the Government for sometime. The matter has been carefully considered and the President is pleased to decide that in respect of candidates working in Public Sector Undertakings, Universities, Semi-Government Institutions or Autonomous Bodies, who are appointed as direct recruits on selection through a properly constituted agency including departmental authorities making recruitment directly, their initial pay may be fixed at a stage in the scale of pay attached to the post so that the pay and D.A., as admissible in the Government will protect the pay + D.A. already being drawn by them in their parent organisations. In the event of such a stage not being available in the post to which they have been recruited, their pay may be fixed at a stage just below in the scale of the post to which they have been recruited, so as to ensure a minimum loss to the candidates. The pay fixed under this formulation will not exceed the maximum of the scale of the post to which they have been recruited. The pay fixation is to be made by the employing Ministries/Departments after verification of all the relevant documents to be produced by the candidates who were employed in such Organisations.

3. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders are issued with the concurrence of the Comptroller and Auditor General of India.

4. These orders take effect from the first of the month in which this O.M. is issued.


(E. K. Sreedharan)

Under Secretary to the Government of India

To:

(1) All Ministries/Departments of the Govt. of India, etc.
(2) The Secretary, U.P.S.C., Ohlpur House, Shahjahan Road, New Delhi u.r.t. their letter No. F.6/2(1)/87-R(C&P) dated 8.10.1987.

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, 1989.

Copies also forwarded to :-

1. The Comptroller & Auditor General of India and all States under his control.
2. Controller General of Accounts/Controller of Accounts, Ministry of Finance.
3. Secretaries to Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission.
4. Department of Personnel & Training (AIS Division)/JCA/ Administration Section.
5. Additional Secretary (Union Territory), Ministry of Home Affairs.
6. All State Governments/Union Territories.
7. Governors of all States/Lt. Governors of Union Territories.
8. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi.
9. All Members of the Staff Side of the National Council of JCM/Departmental Council.
10. All Officers/Sections of the Department of Personnel & Training/Department of Administrative Reforms & Public Grievances/Department of Pension & Pension Welfare.
11. Ministry of Finance, Department of Expenditure.
12. 300 spare copies.


(E.K. SREEDHARAN)

UNDER SECRETARY TO THE GOVT. OF INDIA.

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ILLUSTRATION-I

ANNEXURE

An Officer in a Public Sector Undertaking in the scale of Rs.2450-100-2750 with a basic pay of Rs.2550/- and D.A. of Rs.1016.55 to be appointed in Government in the scale of pay of Rs.3000-100-3350-125-4500 :

Basic pay in P.S.U.	..	Rs.2550-00
D.A.	..	Rs.1016.55
Ad-hoc Relief	..	Rs. 840.00
		<u>Rs.4406.55</u>

Pay in the Government will be fixed as under :

	I	II	III
Basic pay:	Rs.3000	Rs.3500	Rs.3625
DA- 23%:	Rs. 690	Rs. 805	Rs. 805
	<u>Rs.3690</u>	<u>Rs.4305</u>	<u>Rs.4430</u>

So pay will be fixed at Rs.3,500/- on his appointment in Central Government.

ILLUSTRATION II

Another officer in a Public Sector Undertaking in the scale of Rs.3000-100-3700 with a basic pay of Rs.3,100/- and D.A. of Rs.1,016.55 to be appointed in the Govt. in the scale of Rs.4100-125-4850-150-5300 :

Basic pay in P.S.U :	...	Rs.3100.00
D.A.	...	Rs.1016.55
Ad-hoc relief	...	Rs.1080.00
	Total=	<u>Rs.5196.55</u>

Pay in the Government will be fixed as under:

	I	II	III
Basic pay:	Rs.4100.00	Rs.4350.00	Rs.4475.00
D.A. 17%	Rs. 697.00	Rs. 739.50	Rs. 760.75
Ad-hoc	<u>Rs.4797.00</u>	<u>Rs.5089.50</u>	<u>Rs.5235.75</u>

so pay will be fixed at Rs.4350/- on appointment in Government