

GOVERNMENT OF PUDUCHERRY

(Abstract)

Finance Department - Implementation of the recommendations of Sixth Central Pay Commission - Extension of revised pay structure to the employees of Autonomous Institutions, Corporations, Societies, Boards and Local Bodies - Orders - Issued.

FINANCE DEPARTMENT

G.O.Ms.No. 66/F3/2008

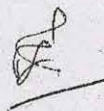
Puducherry, dated 24-10-2008

READ:

1. G.O.Ms. No. 58/F3/2008, dated 25.09.2008 of the Finance Department, Puducherry
2. G.O.Ms.No.59/F3/2008, dated 29.09.2008 of the Finance Department, Puducherry
3. Office Memorandum No.7/23/2008-E-III(A), dated 30.09.2008, 07.10.2008 and 15.10.2008 of Department of Expenditure, Ministry of Finance, Govt. of India.

ORDER:

The Government have received representations for extending the recommendations of the 6th Central Pay Commission as applicable to the employees of Government of Puducherry to the employees of the Autonomous Organizations, Corporations, Societies, Boards, Local Bodies etc. (hereinafter referred as "**Institutions**") under the Government of Puducherry. The Government of Puducherry ordered the Implementation Cell (hereinafter referred to as "**Committee**") to examine the feasibility of extending the Sixth Central Pay Commission recommendations to the employees of the Institutions etc. The Implementation Cell, under the Chairmanship of Thiru. D.C. Sahoo, I.A.S., Secretary to Government (Personnel), heard those who appeared before the Committee, with regard to the status, financial conditions, staff patterns and their service conditions etc. On the basis of the details furnished by the organizations, the Committee submitted its Report to the Government on 22.10.2008. Based on the decision of the Council of Ministers, the Lieutenant Governor has approved the recommendations of the "**Committee**" dated 22.10.2008, in toto, in regard to extension of the recommendations of the 6th CPC to the employees of the Institutions of Government of Puducherry for acceptance, subject to the stipulation laid out in O.M.No.7/23/2008-E.III(A), dated 15.10.2008 issued by the Department of Expenditure, Ministry of Finance, Government of India (Copy enclosed) and strict adherence of the following conditions by the concerned Institutions and concerned Administrative Department while implementing the recommendations of the Sixth Central Pay Commission.



(a) The Conditions of Service of the Institutions shall not be superior to those in Government Departments including Perks, Medical Benefits, Over Time Allowance, Travelling Allowance, Leave Travel Concession etc. except Pension and Pensionary benefits. The Recruitment Rules shall be in conformity as notified for various posts/categories in Government Departments, and should have the prior approval of the Government.

(b) Creation of posts in Institutions should be strictly as per Government norms and as such, approval of Administrative Reforms Wing, Finance Department etc. must be obtained prior to its creation. No Daily Rated posts should henceforth be created by the Institutions without the specific written approval of the Government.

(c) In future, requirement of personnel for the posts belonging to the categories such as Sanitary Assistant, Watchman and Driver shall be met by outsourcing basis only. Future vacancies of Drivers only may be filled up by qualified Drivers as personal staff of the Officers, who are having a separate vehicle. Such Drivers may be engaged on co-terminus basis as personal staff till the officer remains in office and they shall be terminated at any time as desired by the Officer without any notice or without assigning any reason and should have no right for regularisation of services, which should be made clear while offering such engagement. Alternatively, vehicles can be hired from Cabs/private parties with Drivers on monthly basis as per the rates approved by the Transport Department from time to time.

(d) In the case of Casual and Daily Rated Workers appointed in the Institutions, orders of the Honourable High Court, Madras and the Government of Puducherry should be strictly complied with.

(e) No Over Time Allowance shall be paid to any of the employees for the extra work done. In case, anybody is required to carry out overtime work, they may be compensated by giving Compensatory Off and no O.T.A shall be payable. Such Compensatory Off can be calculated @ 7 hours Overtime for one Compensatory Day Off and such Compensatory Off should be availed within 3 months. In case, due to any unforeseen circumstances, no Compensatory Off can be given, in lieu of the overtime work performed, due to any practical reason, the official should be allowed to get overtime allowance only with prior written approval of the Finance Department, Puducherry.



(f) In normal cases no Honorarium should be paid to any employee for doing any work which is a part of his / her duty. If any one works beyond office hours, he/she can be compensated with Compensatory Off only as recommended in previous para. However in conducting any recruitment examinations, the present practice of payment of Honorarium may continue.

(g) The Institutions shall ensure that the employees who are granted Uniform/Washing Allowance are wearing the uniform regularly and attending the office in uniform, failing which payment of such Allowances should be stopped, and appropriate disciplinary action initiated.

(h) The Institutions which are extending the Leave Travel Concession facility to their employees, should follow the Leave Travel Concession Rules applicable to the Government employees in toto, without any deviation. Likewise, the payment of Travelling Allowances should also be regulated according to Travelling Allowance Rules in the sense that the LTC / TA to the employees of Institutions should not be superior to that applicable for the Government employees.

(i) The Institutions may continue to pay Ad-hoc Bonus on par with Government employees only and on the same terms and conditions as Government employees are getting. The employees of all non-profit making or financially non-viable Institutions will be entitled to the minimum Bonus only as per the Bonus Act and in no case any Ex-gratia or additional Bonus than the minimum statutory Bonus should be paid to the employees. In case of profit making Institutions extra bonus beyond the minimum bonus should be considered only if the net profit for the particular financial year is more than 10% of the total paid up share capital. In the cases, where profit of the Institutions is more than 10% of the paid up share capital, the total distributable bonus should in no case be more than 30% of the additional net profit beyond the above said 10% of the total paid up share capital.

2. The Institutions shall adopt **only** the revised pay structure on similar lines as incorporated in Section I and II of Part A of First Schedule to the CCS (RP) Rules 2008, as specifically directed in the O.M. dated 30.09.2008, read at 3 above. The Institutions should immediately review the man power requirements on a realistic basis and retain the **minimum** required employees only and find ways and means to weed out the excess staff.

3. A separate Committee is being constituted to look into the matter of extending the 6th CPC recommendations to the eligible employees of the Puducherry Textiles Corporation, Swadeshi and Bharathi Mills.

4. The Committee has RECOMMENDED extension of the recommendations of the 6th CPC in respect of the Institutions enumerated in Annexure - I. The Committee has NOT RECOMMENDED extension of the 6th CPC recommendations in respect of the Institutions specified in Annexure - II.

5. The extension of the recommendations of the 6th CPC to the employees of Local Bodies should be undertaken by the Local Administration Department by notifying necessary amendment Rules in accordance with the Act and Rules of the Local Bodies. The Local Bodies shall adopt the proposals of the III State Finance Commission on enhancing / generating additional income.

6. The Institutions shall extend the recommendations of the 6th CPC to its employees, after the Governing Body / Board concerned approves the same.

7. The Heads of Institutions shall get option from their employees before giving effect to the claim of pay and allowances on the similar lines as prescribed in Section I and II of Part A of First Schedule to the Central Civil Services (Revised Pay) Rules, 2008, with effect from 01.01.2006, and shall take action to claim Pay and Allowances from 1st September 2008 onwards after obtaining approval of the Governing Body / Board concerned. **For payment of arrears of pay and allowances for the period from 1.1.2006 to 31.08.2008, separate orders will be issued by the Government of Puducherry in due course.**

8. In so far as Group D employees are concerned, the revised pay structure will be fixed initially in the - IS Pay Band/Grade Pay similar to that prescribed in CCS(RP) Rules, 2008. Thereafter the Institutions may take action to fix their pay in PB 1 who are already possessing the minimum qualification of Matric or ITI, as the case may be on similar lines as recommended by the Sixth Central Pay Commission for entry in PB 1 Pay Band with effect from 1.1.2006 with Grade Pay of Rs.1800. Such of those existing Group D employees who do not possess the revised minimum qualification for entry into PB 1 Pay Band would be retrained on par with the Government employees of various Government departments and the training may be imparted to them, as imparted to the Group D employees concerned of the Government Departments.



9 All the Institutions should ensure that economy measures and rationalization of expenditure as envisaged in Government of India, Ministry of Home Affairs Memo. No. 13011/1/2008-Finance II, dated 16.06.2008 communicated in I.D. Note No. G.24011/2/2006/F1(B), dated 02.07.2008 and 10% cut in the administrative expenditure as communicated in the Circular of the Finance Department, Government of Puducherry vide No.G.24011/2/2006/F1(B), dated 16.06.2008 are strictly followed in letter and spirit. The Administrative Department and Finance Department shall ensure that all the conditions stipulated above are strictly followed by the Institutions while sanctioning Grants-in-Aid or release of funds for implementation of schemes to the Institutions.

10. All the Institutions should also ensure that the revenue resources are fully tapped and should find ways and means to further mobilize their own revenue.

/By Order of the Lieutenant Governor/



(K. DEIVASIGAMANI)

UNDER SECRETARY TO GOVT.(FINANCE)

To

The Chairman of all Institutions
The Chief Executive of all Institutions

Copy to:

1. All Secretaries to Government
2. All Heads of Departments
3. All Secretariat Departments
4. The Collector, Karaikal / Regional Administrator, Mahe / Yanam
5. The Principal Accountant General (Audit), O/o the Principal A.G, Tamilnadu & Puducherry, Chennai.
6. The Deputy Accountant General, DAT Complex, Puducherry.
7. The Director of Accounts and Treasuries, Puducherry / DDAT, Karaikal / Mahe / Yanam
8. Spare
9. G.O. file

Encl:

1. O.M. dated 15.10.2008
2. Annexure - I
3. Annexure - II

ANNEXURE - I

List of Institutions RECOMMENDED for extension of 6th CPC recommendations


S.No.	Name of Institutions
1	Puducherry Power Corporation
2	Puducherry Industrial Promotion Development and Investment Corporation
3	Puducherry Distilleries Ltd.,
4	Puducherry Adi-dravidar Development Corporation
5	Puducherry Agro Products and Civil Supplies Corporation
6	Puducherry Tourism Development Corporation
7	Puducherry Road Transport Corporation
8	Puducherry Agro Service & Industrial Corporation
9	Puducherry Backward Classes & Minorities Development Corporation
10	Mahatma Gandhi Post Graduate Institute of Dental Sciences
11	Mother Theresa Post Graduate & Research Institute of Health Sciences (Puducherry) Society
12	Bharathiar Palkalai Koodam
13	Puducherry Institute of Linguistics and Culture
14	Puducherry Engineering College
15	Rajiv Gandhi College of Veterinary & Animal Sciences
16	Pondicherry Society for the Care of the Aged
17	Perunthalaivar Kamaraj Krishi Vigyan Kendra
18	PAJANCOA, Karaikal
19	Pondicherry Agricultural Workers Welfare Society
20	Pondicherry Corporation for Women and Handicapped Persons Ltd.,
21	Puducherry Seed Certification Agency
22	Fish Farmers Development Agency, Pondicherry and Karaikal
23	Pondicherry Fishing Harbour Management Society
24	PIPMATE
25	PONSHE
26	P.K. Institute of Engineering Technology, Karaikal
27	Rajiv Gandhi School of Sports
28	District Institute of Education & Training
29	Puducherry Unorganized Labourers Welfare Society
30	Puducherry Institute of Hotel Management & Catering Technology
31	Renewable Energy Agency of Pondicherry
32	Pondicherry Experimental Solar Pond Power Project
33	Puducherry Building Centre
34	Puducherry Council for Science and Technology
35	Puducherry State Sports Council
36	Pondicherry Housing Board
37	Puducherry Slum Clearance Board
38	Puducherry Khadi and Village Industries Board
39	Puducherry Planning Authority
40	Pondicherry Market Committee
41	Karaikal Market Committee, Karaikal
42	Pondicherry Ground Water Authority
43	Yanam Agricultural Producers Marketing Committee, Yanam
44	Puducherry Building & Construction Workers Welfare Board
45	State Wakf Board
46	Puducherry Women's Commission
47	Puducherry Pollution Control Committee
48	State Level Commission for Backward Classes
49	Social Welfare Board

UNDER SECRETARY TO GOVT.(FINANCE)

ANNEXURE - II

List of Institutions NOT RECOMMENDED for extension of 6th CPC recommendations

S.No.	Name of Institutions
1	Pondicherry Management and Productivity Council, Puducherry
2	Karaikal Krishi Vigyan Kendra, Karaikal
3	Puducherry Fishermen's Distress Relief Society, Puducherry
4	Franco India Vocational Training Institute, Puducherry
5	Perunthalivar Kamarajar Medical College and Research Institute, Puducherry
6	Swadeshi Bharathi Mill
7	Puducherry Textiles Corporation
8	Puducherry State Haj Committee


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