



All communications should be addressed to  
the Secretary by designation and not by name

No.F.20-1/2008 (CU)

23<sup>rd</sup> October, 2008

The Registrar,  
All Central Universities & UGC maintained Deemed Universities

Principal  
UGC maintained Delhi Colleges

**Subject: Revision of scales of pay of employees of the autonomous organizations, statutory bodies, etc., set-up by and funded / controlled by the Central Government - guidelines regarding.**

Sir,

This is in continuation to UGC letter of even number dated 13<sup>th</sup> October, 2008 on the subject mentioned above sending therewith a copy of the Government of India, MHRD, Department of Higher Education Office Memorandum No.2-1/2008-U.I(A) dated 6<sup>th</sup> October, 2008 regarding extension of the revised scales of pay to the employees of the Quasi-Government Organizations, Autonomous Organization, and Statutory Bodies setup and funded / controlled by Central Government for your perusal and requesting to submit the requisite information as per the prescribed format enabling UGC to get the approval of the MHRD for revision of pay scale of non-teaching staff of Central Universities / UGC maintained Deemed to be Universities and Delhi Colleges getting non-plan grants from UGC.

2. In view of the procedural requirement, it may take more time for the receipt of information in respect of Central Universities / UGC maintained Deemed to be Universities and Delhi Colleges (getting non-plan grants from UGC) and getting the proposals approved from MHRD and also the 6<sup>th</sup> CPC recommendations have already been implemented in Central Government, it has been decided to allow these institutions to make ad-hoc payment towards the 1<sup>st</sup> installment of arrears on account of the implementation of 6<sup>th</sup> Pay Commission recommendations as detailed below:-

- (i) The mode of payment of arrears of pay shall be the same as laid down in the Rule 14 of the Central Civil Services (Revised Pay) Rules, 2008 for the employees of the Central Government. The “**relevant period**” means the period commencing on the 1<sup>st</sup> day of January, 2006 and ending with the 31<sup>st</sup> August, 2008. The arrears shall be paid in cash in two installments. The first installment should be restricted to 40% of the total arrears. The remaining of arrears should be paid during the next financial year.
- (ii) The Central Universities / UGC maintained Deemed to be Universities / Delhi Colleges (getting non-plan grants from UGC) may make ad-hoc payment of arrears towards the first installment (i.e. 40% of the total arrears) to its non-teaching employees whose pattern of emolument's structure i.e. the scales of pay and all other allowances particularly Dearness Allowance (DA), House Rent Allowance (HRA), City Compensatory Allowance (CCA) are identical to those of the employees of the Central Government.

- (iii) In case of those categories of employees whose pattern of emoluments, i.e. pay scales and allowances and conditions of service, are not similar to those of the Central Government employees, a proposal will be referred to a separate 'Group of Officers' in the Ministry in respect of each autonomous body. However, the Central Universities / UGC maintained Deemed to be Universities / Delhi Colleges (getting non-plan grants from UGC) may also make ad-hoc payment of arrears towards the first installment (i.e. 40% of the total arrears) to such non-teaching employees considering only the core pay scale as approved by the Government of India, MHRD / UGC.

**The above payment towards first installment of arrears may please be made well before Diwali.**

- (iv) For this purpose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the above said part arrears to the effect that any excess payment may be found to have been made as a result of incorrect fixation of pay in the revised pay scales or grant of inappropriate pay band / grade pay, will be refunded by him/her to the organization / statutory body either by adjustment against the future payments or otherwise.
- (v) The University may deduct the income tax at source while making the ad-hoc payment towards arrears.
- (vi) Till the non-plan additional grants are released on account of implementation of 6<sup>th</sup> Pay Commission or due to immediate non-availability of funds under Non-Plan, the University may make the payments towards adhoc arrears of first installments from grants available with the Universities from other schemes and the same may be recouped once the additional non-plan grants are released by the UGC for implementation of 6<sup>th</sup> Pay Commission.
- (vii) It is also to mention that all terms and conditions as laid down in the above said O.M. will remain applicable.

Yours faithfully,

**(Dr. (Mrs.) Renu Batra )  
Joint Secretary**