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29/11/17



GOVERNMENT OF GOA,  
DEPARTMENT OF FINANCE,  
DEBT MANAGEMENT DIVISION.  
SECRETARIAT, PORVORIM - GOA. 403521

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No. 9/1/2010-Fin(DMU) / 39

Dated:- 27/11/2017

Read: O.M. No.9/1/2010/Fin(DMU) dated 27/01/2010 (as amended from time to time).

**C I R C U L A R**

Sub:- Implementation of the revised pay structure vis-à-vis the recommendations of 7<sup>th</sup> Pay Commission (as adopted by Government of Goa to its employees), to the employees functioning in Autonomous Bodies & Agencies/Corporations/ Public Sector Enterprises (PSE's)...reg.

Various requests have been made by the employees of the State Government PSE's/Corporations/Autonomous Bodies & Agencies, to the State Government, for implementing the revised pay structure (as per 7<sup>th</sup> Pay Commission recommendation) which has been made applicable to the employees of the Government and Government Aided Educational Institutions vide O.M. No.8/1/2016-Fin(R&C)/(A) dated 30/11/2016. The last revision in pay structure of the PSE's/Corporations/Autonomous Bodies & Agencies was undertaken in the year 2010 vide O.M. of even number dated 27/01/2010 (as amended from time to time) read above.

2. This matter was under active consideration of the Government for sometime now and Government has decided to consider implementation of the revised pay structure vis-à-vis the recommendations of 7<sup>th</sup> Pay Commission (as adopted by Government to its employees), to the employees functioning in PSE's/Corporations/Autonomous Bodies and Agencies, on case-to-case basis, subject to the following conditions:—

- (i) Each PSE/ Corporations/Autonomous Bodies and Agencies is required to assess the staffing position by considering their day to day activities, freeze the existing staffing position and propose implementation of the revised pay structure (to be decided by the Management concerned/Board of Directors of the individual PSE/ Corporations/Autonomous Bodies and Agencies) after taking into account the measures initiated to generate additional resources.

concerned, so as to make up for the gap in incurring payments of the revised pay structure to its employees and meeting other recurring liabilities on this account.

(ii) The Management/Board of Directors of the PSE's/ Corporations/ Autonomous Bodies and Agencies concerned, shall take into account all the relevant factors pertaining to the functioning of the Organization and accordingly take the decision to recommend the implementation of the revised pay structure not exceeding that prescribed for the Government to its employees.

(iii) The proposal shall be submitted by the PSE's/ Corporations/Autonomous Bodies and Agencies to its Administrative Department concerned and the Head of Department of the Administrative Department concerned shall examine the proposal in detail by considering the following major aspects, viz.—

- (a) The activities being conducted by the Organization,
- (b) Additional revenue generation measures to meet the liability for payment of the revised pay structure, and
- (c) the staffing strength of the said Organization.

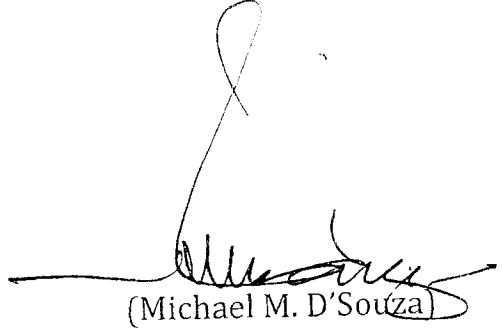
The recommendations shall be submitted to the Government and after obtaining administrative approval, the proposal shall be submitted to the Finance Department for further analysis and final approval.

(iv) Administrative Departments are advised that no recommendations for implementing revised pay structure shall be received by the Finance Department, in the event the staff and employees of the PSE's/ Corporations/ Autonomous Bodies and Agencies concerned, have resorted for wage dispute redressal or any other redressal before the Office of the Labour Commissioner or any other Court of Law, under the provisions of the Industrial Dispute Act, 1947 or the Workmen's Compensation Act, 1923 or any other law in force.

3. All PSE's/ Corporations/Autonomous Bodies and Agencies shall strictly adhere to the above directives and submit the proposal to Government and consequently to Finance Department before 31/01/2018.

④ All PSE's/ Corporations/Autonomous Bodies and Agencies shall note that merely issuance of this Circular, does not imply or should not be construed as

Department through the Administrative Department concerned on this account, after completion of the exercise as above.



(Michael M. D'Souza)  
**Additional Secretary (Finance)**

To,

1. All PSE's/Corporations/Autonomous Bodies and Agencies.
2. All Secretaries to Government.
3. All Secretariat Department's.
4. All O.S.D's to Ministers.
5. The Accountant General (Goa), Audit Bhavan, Alto Porvorim, Goa.
6. The Director, Directorate of Accounts, Panaji Goa
7. Guard File
8. O/C.