Government of Goa
Department of Finance (Revenue & Control)
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No. 8/6/2025/Work Charged/FD(R&C)/29906 Dated: 12/11/2025

OFFICE MEMORANDUM

Subject –Implementation of 6th Pay Scales for future engagement of Work-charged establishment employees:- reg.

The Standard Operating Procedures (SOP) No. 3/4 of CPWD work manual 2022 (i.e. Provision for Contingencies and its Utilization) states that: "In addition to the provision for all expenditure which can be foreseen for a work, a provision of contingency is kept as follows:-

(i) Estimated cost up to ₹ 1 Crore .. 5% and
(ii) Estimated cost more than ₹ 1 Crore .....3%, subject to minimum of ₹ 5 Lakh.

This provision is also intended to cover the cost of work-charged establishment for which no provision is made separately except in the case of annual maintenance estimate where provision is made for such establishment under a separate sub-head of the estimate".

In this context, it has been noticed that several works executing departments such as Water Resources Department, Electricity Department, Public Works Department, Department of Drinking Water, etc. are engaging service of work-charged establishment and their salaries are being paid against contingencies of works in accordance with the pay scales of the 7th Central Pay Commission(CPC).

Considering the quantum of works undertaken by various works executing department vis-a-vis additional manpower requirements, the amount required for payment of Establishment expenses as per 7th CPC Pay Scales will exceed the amount of available funds to department through contingencies.

Therefore, in order to cater to the requirement of additional staff and to restrict the expenditure towards work charged establishment in proportion to the works being executed by the respective department, it has been decided by the Government that, henceforth all the new employees appointed under the Work Charged Establishment after issuance of this Office Memorandum shall be paid as per the pay scales of the 6th Pay Commission. This is to ensure that the expenditure on Workcharged Establishment is within the prescribed limit of amount available in contingencies component of works.

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This is issued with the approval of the Council of Ministers in its LXXXVIIth Cabinet Meting held on 12-11-2025 and shall come into force with immediate effect.

(Naresh Gaude)
Under Secretary Finance (R&C)

Copy to :-

1. The Chief Secretary/all Secretaries to Government/ Secretary to Hon'ble Governor.
2. All Secretariat Departments.
3. All Heads of Departments/ Offices.
4. All OSD's/PS to Ministers.
5. The Accountant General (Goa), Audit Bhavan, Porvorim.
6. The Director, Directorate of Accounts, Porvorim.
7. Jt. Director of Accounts, South Branch, Margao.
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