

**Office of Director(Personnel)  
New Delhi Municipal Council  
Palika Kendra, New Delhi**

No. D-3080/PA/Dir(P)/09

Dated: 10.11.2009

**OFFICE ORDER**

In pursuance of directions dated 16.7.2008 of the Supreme Court passed in SLP(Civil) No.(s) 13301/2005 & Batch, a Committee was constituted under the chairmanship of Shri Bharat Bhushan on 8.8.2008 for rationalizing the pay scales of all NDMC employees and to submit its recommendations regarding pay and allowances to different categories of NDMC employees.

2. The Committee has since submitted its report, which has been accepted by the Competent Authority, NDMC as an interim measure.

3. Accordingly, the pay scales of all NDMC employees drawing their salary either under CPC or SS pattern are revised as per pay scales recommended by the Committee, i.e., the scales recommended by the 6<sup>th</sup> CPC and accepted by the Government of India as per details at **Annexure I**. The revised pay scales shall be effective w.e.f. 1.1.2006.

4. It has been decided to retain the Category 'D' employees in the Council. All those employees in category 'D' who have qualifications required for category 'C' posts, will be considered for regular category 'C' posts in their cadre/department or any other cadre/department, subject to availability of vacancies if found otherwise suitable.

5. In view of the Bharat Bhushan Committee being re-convened, a Committee for framing of Recruitment Rules for the category 'C' and 'D' posts constituted and for further detailed examination of the matter, separate orders will be issued in case of category 'D' employees. Pending examination of Pay Band and Grade Pay for Category 'D' employees, the pay on 01.1.2006 should be provisionally fixed as under:-

- (i) Existing pay plus 40% of basic pay as on 31.12.2005.
- (ii) Pay in Pay Band plus Grade Pay provisionally fixed, whichever is higher

Their terminal benefits including pension will also be provisionally fixed on the above provisional pay.

6. The decision of the Government of India in respect of up-gradation of pay-scales of various cadre like Accounts, Nursing & para-medical, Teachers etc. as recommended by 6<sup>th</sup> CPC are accepted with effect from 1.1.2006.

7. The Dynamic Assured Career Progression (DACP) Scheme for medical doctors as recommended by the 6<sup>th</sup> CPC up to the scale of Rs.18,400-22,400/-(Vth CPC) i.e. up to Grade Pay of Rs.10,000/-

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under the 6<sup>th</sup> CPC is accepted for the medical doctors/specialists in NDMC from the date of acceptance by the Govt. of India.

8. The posts of Additional Financial Advisor and Chief Accounts Officer are re-designated as Director (Finance) and Director (Accounts) respectively.

9. Further, the pay scales of following posts in NDMC are revised with effect from 1.1.2006:

| Sl. No. | Post              | Existing Scale in 5 <sup>th</sup> CPC            | Revised Scale in 5 <sup>th</sup> CPC | Revised scale and Grade Pay in 6 <sup>th</sup> CPC   |
|---------|-------------------|--|--------------------------------------|--|
| 1       | Chairperson       | Rs. 18400-22400/-                                | Rs. 22400-24,500/-                   | HAG scale<br>Rs. 67,000-79,000/-<br>(annual increment 3%)<br>with no Grade pay   |
| 2       | Secretary         | Scale in the parent cadre + deputation allowance | -                                    | PB-4<br>[Rs. 37,400-67,000/-<br>+Rs. 10,000/- Grade pay]   |
| 3       | Financial Advisor | Rs. 16400-20,000/-                               | Rs. 18,400-22,400/-                  | PB-4<br>[Rs. 37,400-67,000/-<br>+Rs. 10,000/- Grade pay]   |
| 4       | Directors         | Rs. 12,000-16500/-                               | Rs. 12,000-16500/-                   | Two scales of pay will operate.<br><br>The Director(s) working in the Council for 5 years in the pre-revised scale of Rs. 12,000-16,500/- upto 1.1.2006 be given higher scale of Rs. 14,300-18,300/- [i.e. PB-4- Rs. 37,400-67,000/- + Rs. 8,700/- Grade pay] alongwith those officers who in their parent cadre were drawing the pre-revised scale of Rs. 12,000-16,500/- or higher as on 1.1.2006.<br><br>Other officers will operate in PB-3 - Rs. 15,600-39,100- + Grade Pay Rs. 7,600/- |

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10. The revised allowances on the basis of CPC pattern, other than Dearness Allowance, will be effective from 1<sup>st</sup> September, 2008. Separate orders will be issued in case of allowances, which are not on CPC pattern.

11. The existing Assured Career Progression (ACP) Scheme and Time Bound Promotion (TBP) Schemes are replaced by Modified Assured Progression Scheme from the date of issuance of orders by the Government of India.

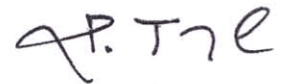
12. Personnel Deptt. will take follow up action for seeking option from the employees, prepare fitment tables and actual fixation of pay and payment of arrears in individual cases within a specified time-frame.

13. The typographical/clerical errors, if any, in the revised pay scales be brought to the knowledge of Personnel Department. Other discrepancies, if any, may be referred to the Anomaly Committee.

14. Separate orders shall issue for different Departments/ cadres wherever required.

15. If in future there are any directions of the Court in any specific case or cadre and pointed out by concerned employee or cadre, the same should be examined.

This issues with the approval of the Competent Authority.



( **RAJNEESH TINGAL** )  
**Director(Personnel)**

Copy to:

1. All HODs
2. Vice Chairperson
3. Members of the Council
4. PS to Chairman
5. PS to Secretary
6. PS to Financial Advisor
7. PS to Advisor (Revenue)
8. Chairman, Anomaly Committee
9. All Deputy Directors (Establishment)
10. All SOs (Establishment)
- ✓ 11. Director (IT)- with a request to upload the order on web-site.
12. AO(CBS)
13. Office Order Book

The scales of pay recommended by the Committee for various grades (excluding Category 'D') are as under:

| CPC Scales       |             |           | Shiv Shankaran Scales |             |           |
|------------------|-------------|-----------|-----------------------|-------------|-----------|
| Old scale        | New scale   | Grade pay | Old scale             | New scale   | Grade pay |
| 3050-4590        | 5200-20,200 | 1900      |                       |             |           |
| 3200-4900        | 5200-20,200 | 2000      |                       |             |           |
| 4000-6000        | 5200-20,200 | 2400      | 4000-6000             | 5200-20,200 | 2400      |
|                  |             |           | 4000-6200             | 5200-20,200 | 2400      |
|                  |             |           | 4000-7100             | 5200-20,200 | 2400      |
|                  |             |           | 4200-7100             | 5200-20,200 | 2400      |
|                  |             |           | 4200-8000             | 5200-20,200 | 2400      |
|                  |             |           | 4200-9100             | 5200-20,200 | 2400      |
| 4500-7000        | 5200-20,200 | 2800      | 4500-8625             | 5200-20,200 | 2800      |
|                  |             |           | 4500-9125             | 5200-20200  | 2800      |
| 5000-8000        | 9300-34800  | 4200      | 5500-8650             | 9300-34800  | 4200      |
| 5500-9000        | 9300-34800  | 4200      | 5500-9175             | 9300-34800  | 4200      |
|                  |             |           | 5500-9875             | 9300-34800  | 4200      |
|                  |             |           | 6000-10800            | 9300-34800  | 4200      |
| 6500-6900        | 9300-34800  | 4200      |                       |             |           |
| 6500-10500       | 9300-34800  | 4200      | 6500-10900            | 9300-34800  | 4200      |
| 7450-11500       | 9300-34800  | 4600      |                       |             |           |
| 7500-12000       | 9300-34800  | 4800      | 7750-14500            | 15600-39100 | 5400      |
| 7450-11500 (AAO) | 9300-34800  | 4800      |                       |             |           |
| 7500-12000 (AO)  | 9300-34800  | 5400      |                       |             |           |

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|                         |  |       |   |   |                      |
|-------------------------|--|-------|---|---|----------------------|
| 8000-13500              | 9300-34800   | 5400  | 8000-13225<br>8000-13775                  | 9300-34800<br>9300-34800                  | 5400<br>5400         |
| 8000-13500<br>(Group A) | 15600-39100  | 5400  |   |   |                      |
| 9000-9000               | 15600-39100  | 5400  |   |   |                      |
| 9000-9550               | 15600-39100  | 5400  |   |   |                      |
| 10325-10975             | 15600-39100  | 6600  | 10000-15850                               | 15600-39100                               | 6600                 |
| 10000-15200             | 15600-39100  | 6600  |   |   |                      |
| 10650-15850             | 15600-39100  | 6600  |   |   |                      |
| 12000-16500             | 15600-39100  | 7600  | 12000-16500                               | 15600-39100                               | 7600                 |
|                         |  |       | 12000-17625<br>12000-18000<br>12500-19100 | 15600-39100<br>15600-39100<br>15600-39100 | 7600<br>7600<br>7600 |
| 12750-16500             | 15600-39100  | 7600  |   |   |                      |
| 12000-18000             | 15600-39100  | 7600  |   |   |                      |
| 14300-18300             | 37400-67000  | 8700  | 14300-18300<br>15800-21100                | 37400-67000<br>37400-67000                | 8700<br>8700         |
| 15100-18300             | 37400-67000  | 8700  |   |   |                      |
| 16400-20000             | 37400-67000  | 8900  | 16400-20000<br>16400-20000<br>16700-22100 | 37400-67000<br>37400-67000<br>37400-67000 | 8900<br>8900<br>8900 |
| 16400-20900             | 37400-67000  | 8900  |   |   |                      |
| 18400-22400             | 37400-67000  | 10000 | 18400-22400                               | 37400-67000                               | 10000                |
| 22400-24500             | HAG Scale<br>67,000-79,000<br>(annual increment of 3%) | -     |   |   |                      |

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