

CHAPTER IV

WAGE POLICY & RELATED MATTERS

(b) Dearness Allowance/Interim Relief

DPE/Guidelines/IV(b)/6

Grant of Interim Relief to the employees of the Central PSEs following IDA pattern.

The Pay Revision Committee set up by the Government to make recommendation for pay revision for the executives of Central public sector enterprises following IDA pattern have recommended payment of 10% of existing basic pay as adjustable interim relief (IR) from 1.1.97. The Government have considered these recommendations of the Committee, and have decided to allow the payment of IR to the PSU employees to the extent of 10% of the basic pay subject to the minimum of Rs.280/- p.m. subject to the following:

- a) These instructions are applicable to the employees of the Central PSEs following the IDA pattern.
- b) The amounts paid as interim relief would be fully adjusted and subsumed in the final pay revision package.
- c) No budgetary support would be provided to the PSUs for meeting the liabilities of this interim relief payment.
- d) The interim relief may be allowed w.e.f. 1.1.97.
- e) The management of the PSUs would have the liberty to decide on the grant of interim relief to the officers & workers to the extent of 10% of basic pay (subject to a minimum of Rs.280/- p.m.) taking into consideration the financial position of the enterprise and other implications of allowing such interim relief.
- f) No interim relief should be granted to the employees of sick enterprises referred to BIFR and other loss making enterprises which have not so far revised their pay scales from 1.1.92.
- g) The amount of interim relief will be sui-generis viz. it will neither be termed as 'pay' nor 'allowance' nor 'wages'. Accordingly, this amount would not count for any service benefit i.e. computation of house rent allowance, compensatory allowance, over-time allowance, cash compensation, encashment of leave, pay fixation, pension or gratuity, etc.

Administrative Ministries/Departments are requested to bring the foregoing to the notice of the public enterprises under their administrative control for immediate necessary action.

(DPE O.M. No. 2/44/97-DPE(WC) dated 19th August, 1998)