

No. W-09/0001/2022-DPE(WC)  
Government of India  
Ministry of Finance  
Department of Public Enterprises

Public Enterprises Bhawan,  
Block No.14, CGO Complex,  
Lodhi Road, New Delhi-110003.

Dated, the 13<sup>th</sup> May, 2022

To

Shri V.K Tomar,  
Secretary General,  
National Confederation of Officers Associations (NCOA)  
SG NCOA 555 Kidwai Bhawan, Janpath,  
New Delhi  
E-mail: sgncoa@gmail.com

**Subject:- Affordability condition in the implementation of pay-revision-reg.**

Sir,


This is with reference to your PMOPG registration No. PMOPG/D/2022/ 0092049, dated 26.04.2022.

2. In this regard, it is mentioned that based on the recommendations of the Pay Revision Committee and with the approval of the Cabinet, Department of Public Enterprises (DPE) issues pay revision guidelines for the Executives and Non-Unionized Supervisors of Central Public Sector Enterprises (CPSE) from time to time. Accordingly, DPE issued OM dated 26.11.2008 and dated 03.08.2017 for pay revision with effect from 01.01.2007 and 01.01.2017 respectively, having the condition of affordability.

3. Further, the condition has its importance as CPSEs, being commercial organizations, have to generate adequate resources to be able to pay compensation to their executives and workers. Affordability is the key factor that reflects the position of a CPSE to implement the pay-revision without its impact being detrimental to its financial sustainability.

4. This issues with the approval of the competent Authority.

Yours faithfully,



(Samsul Haque)  
Under Secretary