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[No. 4916–HUD-LFS-ADM-03/2018/HUD.]

HOUSING & URBAN DEVELOPMENT DEPARTMENT

RESOLUTION

The 2nd March, 2019

Sub: Odisha Revised Scale of Pay, 2017 to the employees working in different Urban Local Bodies (ULB) of the State.

The Pay Scale of Municipal Employees were last revised in H&UD Department Resolution No.5000/HUD., dated the 28th February, 2009 and No.5004/HUD., dated the 28th February, 2009.

2. Paragraph 2 of Finance Department Resolution NO. 26347/ F., dated the 7th September, 2017 contemplates extension of revised Scale of Pay to the employees of Urban Local Bodies subject to meeting the additional financial burden from their own sources for which no specific Grant-in- Aid will be provided by the Govt. for this purpose.
3. Consequent upon implementation of ORSP Rules, 2017, for the State Govt. employees the question of granting revised Scale of Pay to the employees of ULBs was under active consideration of Government. After careful consideration of all aspects, Government have been pleased to extend the benefits of Revised Scale of Pay, 2017 to the employees of the Urban Local Bodies in the State subject to the following stipulations :—
 - i. The benefit of revised Scale of Pay will be extended to the employees of the ULBs with effect from 1st January, 2016 notionally. Where the ULBs are financial viable they may extend the actual benefit with the decision of the executive committee with concurrence of the H & UD Dept. on submission of their consent to meet the additional financially implication from their own sources. The same shall not automatically be extended to the employees of any ULB unless consent to such effect is received.

- ii. The manner of pay fixation adopted for the State Govt. employees under ORSP Rules, 2017 will be applicable to the employees of the Urban Local Bodies.
- iii. No additional Grant-in-Aid shall be provided by the State Government on account of extension of the benefits of Revised Scale of Pay to the employees of the Urban Local Bodies of the State. The approval of the Government must not be construed as a commitment to meet the additional requirements for the above purpose.
- iv. The additional financial implication shall be borne by the concerned Urban Local Bodies of the State out of their own resources and permissible Grants of the State without encroaching upon the developmental needs of the Public and in no case, the Grant/Grants given to the Urban Local Bodies for various Developmental works including Grants already awarded/to be awarded under 14th and 15th Finance Commission & 4th and 5th State Finance Commission etc. will be diverted to meet the additional expenditure arising out of extending the benefits of present Revised Scale of Pay.
- v. The concerned ULBs will have to raise their own resources to meet the additional expenditure, liabilities on account of the Pay Revision and in case they are not able to meet the additional liabilities, the benefits of ORSP, Rules, 2017 will not be applicable to them.
- vi. Before extending the said Revised Scale of Pay benefit to the employees of the Urban Local Bodies, the concerned ULBs must clear the outstanding State Government dues including Guarantee Fees if any.
- vii. The benefit of revised Scale of Pay is allowed to the employees of the ULB on the condition that the salary and revenue expenditure of the concerned ULBs should not exceed 35% of their own revenue.
- viii. The Revised Scales of Pay are applicable to the regular employees who have been recruited against valid approved sanction post and work charged employees and not applicable to the NMRs/DLRs/JC workers who are not in the Pre-Revised Scales of Pay.
- ix. In case of any excess payment made inadvertently or otherwise paid to any employee consequent upon revision of Pay, the same shall be recovered/adjusted from the salary/ terminal benefits during subsequent months.

- x. While extending the benefits of revised Scale of Pay to the employees of the ULBs, the principles applicable to the Govt employees in respect of new appointment, promotion, exercise of option, stepping up of pay, fixation of pay in MACPS shall be followed.
 - xi. The drawal of Arrear Salary on account of revision of Pay Scale in respect of the employees of the ULBs is strictly guided by the Finance Department Resolution No.6062, dtd.12.03.2018.
4. Revision of the Scales of Pay of the employees of the Urban Local Bodies has been concurred in by the Finance Department vide OSWAS File No.HUD-LFS-POLICY-0002-2018 and UOR No..**550**-PSF., dated the **.27th February, 2019**

ORDER

Ordered that this Resolution be published in the Extraordinary Issue of the *Odisha Gazette* and forwarded to all Departments of Governments/ Heads of Departments/RDCs/District Magistrate and Collectors/all PD,DUDAs/all ULBs of the State.

By Order of the Governor

G. MATHI VATHANAN

Principal Secretary to Government