

No. A-11011/23/2013 – DAC (HR)
Government of India
Ministry of Health & Family Welfare
Department of AIDS Control

9th Floor, Chanderlok Building,
36, Janpath, New Delhi – 110001
Dated the 9th January, 2014.

OFFICE ORDER

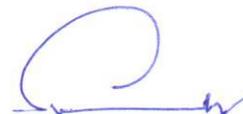
Subject: Revised remuneration for contractual staff at DAC/SACS/District/Facility Levels during NACP IV

Subsequent to the approval of National AIDS Control Programme Phase –IV by the Cabinet Committee on Economic Affairs, a Committee was set up by the Department of AIDS Control to review and recommend HR structure. Numbers required, and revised remuneration ranges for contractual positions at Department of AIDS Control(DAC)/State AIDS Control Societies (SACS)/ District/Facility levels.

2. The Committee submitted its report to the competent authority to ensure that the HR structure is aligned with the goal of NACP-IV and the program is able to attract and retain competent staff. While proposing remuneration for contractual staff, the knowledge, experience and skills of staff employed at various levels has been accounted for.

3. Recommendations made by the above Committee have been examined and the following decisions have been taken to revise the remuneration for various levels of contractual staff at DAC/SACS/District/Facility levels under NACP-IV:

- i. Remuneration ranges for all contractual posts has been dispensed with and instead consolidated remuneration has been prescribed. This will ensure that no contractual staff stagnates after reaching the maximum of the remuneration range.
- ii. Designations have been re-organized, levels have been created. This will ensure that the remunerations by different nomenclatures are removed and instead aligned with the role.
- iii. The revised remuneration will be implemented w.e.f 3.10.2013.
- iv. The revised remuneration will not be applicable to the contractual staff that has left/resigned from DAC/SACS/District/facility on the date of issue of these Orders.
- v. To provide commensurate remuneration to the existing experienced contractual staff who have reached the maximum of their existing ranges, the basis for fixing revised remuneration when transiting to the new remuneration will be as follows:
 - a) Staff who has completed 2 (two) years after reaching the maximum of the present remuneration range will be given 1 (one) annual raise amount.



- b) Staff who has completed 3 (three) years or more after reaching the maximum of the present remuneration range will be given 2 (two) annual raise amount.
- vi. The cut-off date for awarding one/two annual raise to the existing contractual staff who have reached the maximum of the remuneration range will be 31st March,2013.
- vii. Existing staff who are below the revised remuneration on the date of issue of these Orders, their remuneration will be fixed at the revised consolidated remuneration
- viii. Existing staff who are drawing more than the revised consolidated remuneration, will continue to draw the same remuneration. Once such position becomes vacant, the new staff will join at the initial of the revised remuneration.
4. The revised remunerations for all contractual positions at DAC/SACS/District/ Facility are as under:

a. **Revised Remuneration at DAC level:**

Level	Existing nomenclature	Revised nomenclature	Revised Consolidated Remuneration (per month)
Level 1	National Program Officer	National Program Officer	1,20,000/-
Level 2	Sr. Program Officer/ Donor Coordinator/	Sr. Program Officer	1,00,000/-
Level 3	Program Officer/ Epidemiologists/ RC's /Procurement Specialists/NPLC	Program Officer	76,000/-
Level 4	Technical Officers/ Admn. Officers/ Finance Officers/ RPLC	Technical Officers	47,200/-
Level 5	Office Assistants	Office Assistants	18,700/-
Level 6	Drivers	Drivers	15,000/-

b. **Revised Remuneration at SACS level:**

Level	Existing nomenclature	Revised nomenclature	Revised Consolidated Remuneration (per month)
Level 1	Joint Director	Joint Director	48,500/-
Level 2	Dy. Director	Dy. Director	36,200/-
Level 3	Assistant Director, M&E officers, GIPA Coordinator, Admn. Officer, Consultant (youth affairs)	Assistant Director	25,000/-
Level 4	State Logistic Coordinator	State Logistic Coordinators	20,000/-
Level 5	Office Assistants/ Divisional Assistants like Computer literates Steno etc.	Divisional Assistants	17,000/-

Different nomenclatures like M & E Officers, Sector Specialists in IEC,GIPA Coordinators, Administrative officers, Consultant Youth Affairs and other position which are being paid differently have been clubbed as Assistant Director (thematic area being looked after) so as to bring uniformity.

c. Revised Remuneration at District level:

Level	Existing nomenclature	Revised nomenclature	Revised Consolidated Remuneration (per month)
Level 1	District Program Manager	District Program Manager	31,200/-
Level 2	District ICTC Supervisor	District Supervisor (ICTC/ Social Protection Officer/ Nodal Person-(C&D Categories only)	16,200/-
Level 3	M&E Assistant, Accountant,	District Assistant (DAPCHU)	12,700/-

d. Revised Remuneration at Facility levels:

It has been decided to bring parity in remuneration for the staff carrying out similar activities in different public facilities e.g. Basic Service Division, ART, Blood Safety and OST in public health settings. This standardisation of remuneration at Facility level will accommodate the aspiration of staff for parity with the work discharged by them and will prevent lateral shifting of staff.

Level	Existing nomenclature	Revised nomenclature	Revised Consolidated Remuneration (per month)
Level 1	Sr. Medical Officer / HIV Research Fellow(COE)	Sr. Medical Officer	45,000/-
Level 2	Medical Officer (ART, OST)	Medical Officer	36,000/-
Level 3	HIV Research Fellow non medical/ Research Officer STI/ TO SRL	HIV Research Fellow non medical at various at SACEP and SRL	25,000/-
Level 4	SACEP Coordinator/ Training Logistic Coordinator	SACEP Coordinator/ Training Logistic Coordinator	16,000/-
Level 5	Data Manager/ Counsellor/ Lab Technician/ Medical Social Worker/ Pharmacist /Nurse/ Nutritionist	Data Manager/ Counsellor/ Lab Technician/ Medical Social Worker/ Pharmacist / Nurse/ Nutritionist	13,000/-
Level 6	ANM(OST)	ANM(OST)	9,000/-

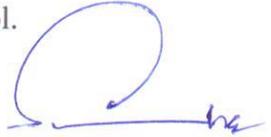
Level 7	Out Reach Worker	Out Reach Worker	7,000/-
Level 8	Drivers Mobile Van	Drivers Mobile	10,000/-
Level 9	Cleaner	Cleaner	7,000/-

5. The existing rate of annual raise as applicable during 2013-14 will be adopted while fixing the revised remuneration for all categories of contractual staff.

6. The remuneration for contractual staff at North East Regional Office will be communicated separately. Services which come under contractual services like NGO contracting in Targeted Interventions and Link Worker Schemes are outside the purview of these Orders.

7. There is no change in the remuneration for consultants funded from funding agencies for a specific activity.

8. This issues with the approval of Secretary, Department of AIDS Control.



(Subhash Chandra)
Deputy Secretary to the Government of India

To

1. All Project Directors of SACS
2. PPS to Secretary, Department of AIDS Control
3. All HoDs, Department of AIDS Control
4. All Officers/staff, Department of AIDS Control