

A11014/01/2010 – NACO(Admn)  
Govt. of India  
Ministry of Health & Family Welfare  
Deptt of AIDS Control  
National AIDS Control Organization

Dated 31.3.2010

**OFFICE ORDER**

In accordance with the recommendations of the Anomalies Committee constituted vide DAC Office Order dated 4.1.2010 and in partial modification of NACO Office Order No.11011/18/2009-NACO(Admin) dated the 24<sup>th</sup> June, 2006 (copy attached), the remuneration ranges of the under-mentioned posts are revised as under:

**A. Facility Level**

Sl No	Name of the Post	Education qualification and experience	Present remuneration	Proposed remuneration
1	Sr Medical Officer ART	MD (Medical)/ Diploma (Medical) with 3 yrs experience	25000-30000	32000-40000
2	Medical Officer ART	MBBS	20000-25000	25000-30000
3	LAB Technicians ART	DMLT	As per NRHM rates	8000-12000
4	LAB Technicians (ICTC, Blood Bank, other facilities under NACP III interventions).	DMLT	As per NRHM rates	
5	Sr Counselor ART*	MSW	10000-14000	8000-12000
6	Counselor ICTC and ART	MSW	8000-12000	
7	Counselor in Blood Bank and STI	MSW	6500-8000	
8	Nurse	BSC Nursing	10000	8000-12000
9	Pharmacist	B Pharm	8000-10000	8000-12000

\*The post of Sr Counselor is dispensed with and re designated as Counselor(ART), at par with Counselor in ICTC, Blood Banks and STI.

**B. SACS Level**

Sl No.	Name of the post	Educational qualification and experience	Present remuneration	Proposed remuneration
1	Consultant (CST)	MD	20,000-30,000	32000 – 40000 for MD and 25000 – 30000 for MBBS
2	Quality Manager	MSc. Bioscience with experience in quality management	17000-20000	23000-35000

2. In all cases remuneration would be revised as per scales recommended by the Anomalies Committee with effect from 1.4.2009.

3. Guidelines regarding fixation of remuneration and renewal of contract are as under:-
- i. Contract renewal will be based on performance
  - ii. If any person has crossed maximum of range he/she will be fixed at highest of the range irrespective of the remuneration being paid to him/her.
  - iii. If any new post is created in future, it should be done as per the structure indicated above, starting from lower band of the remuneration range.
4. The cases where the States have already revised remuneration in line with NRHM structures, in compliance of NACO order dated 24th June 2009, will be dealt with as under:
- i. In states where the NRHM range was higher, remuneration shall be notionally revised w.e.f 1.4.2009, to arrive at remuneration that is to be paid henceforth. The notional revision from 1.4.2009 would not result in any recovery of higher remuneration already disbursed.
  - ii. States where the remuneration had been revised according to NRHM norms, which is lower than remuneration indicated in Tables 'A' and 'B' above, the remuneration may be revised from 1.4.2009. Arrears of difference between NRHM-linked remuneration and remuneration fixed by Anomalies Committee (as indicated in Tables A and B) may be released.  
(See Annexure for illustrations).
5. The annual increase in case of renewal of contract with effect from 1.4.2010 will be as under :-
- |  |            |
|--|------------|
| a. All remuneration ranges with minimum less than Rs 20000/month:        | Rs 750/-   |
| b. All remuneration ranges with minimum between Rs 20000 to 30000/month: | Rs 1,000/- |
| c. All remuneration ranges with minimum more than Rs 20000/month:        | Rs 1250/-  |
6. This issues with the approval of Secretary & DG, NACO.

(Subhash Chandra)

Under Secretary to the Govt. of India

1. All Project Directors of SACS
2. All officers of NACO
3. Sr PS to Secretary & DG – for information of Secretary & DG
4. PS to Joint Secretary – for information of Joint Secretary

**EXAMPLES SHOWING HOW REMUNERATION IS TO BE FIXED UNDER PARA 4**  
(Refers Para 3)

A. States where revision of remuneration has already been taken

*Case referred at para 3(i) above*

Range of ART Lab Technicians -Rs 8000-10000 (prior to NACO order dated 24-6-09)

Revised NRHM rate range w.e.f 1-4-09- Rs 10,000 (in compliance of NACO order dated 24-6-09)

Range fixed by Anomaly Committee- Rs 8000-12000

Date of effect	Remuneration notionally fixed	Remuneration drawn
1-4-08	8000	8000
1-4-09	8000	10000
1-4-10	8500 (after adding increment)	8500

No corresponding recovery to be made for period from 1.4.2009 to 1.4.2010

*Case referred at para 3 (ii) above*

Range of ART Lab Technicians -Rs 8000-10000 (prior to NACO order dated 24-6-09)

Revised NRHM rate range w.e.f 1-4-09- Rs 5000 (in compliance of NACO order dated 24-6-09)

Range fixed by Anomaly Committee- Rs 8000-12000

Date of effect	Remuneration notionally fixed	Remuneration drawn
1-04-08	8000	8000
1-4-09	8000	5000
1-4-10	8500 (after adding increment)	8500

• Arrears to be paid from 1.4.2009 for Rs. 3000 (8000-5000) p.m.

B. States where revision has not yet been undertaken

Where NRHM ranges are higher (or lower) than remuneration recommend by this Committee (had such revision been undertaken) remuneration may be revised w.e.f 1.4.2009 at rates recommended by the Committee and arrears released on this basis. NRHM range are not to be taken into account.

**EXAMPLES SHOWING HOW REMUNERATION IS TO BE FIXED UNDER PARA 4**  
(Refers Para 3)

A. States where revision of remuneration has already been taken

*Case referred at para 3(i) above*

Range of ART Lab Technicians -Rs 8000-10000 (prior to NACO order dated 24-6-09)

Revised NRHM rate range w.e.f 1-4-09- Rs 10,000 (in compliance of NACO order dated 24-6-09)

Range fixed by Anomaly Committee- Rs 8000-12000

Date of effect	Remuneration notionally fixed	Remuneration drawn
1-4-08	8000	8000
1-4-09	8000	10000
1-4-10	8500 (after adding increment)	8500

No corresponding recovery to be made for period from 1.4.2009 to 1.4.2010

*Case referred at para 3 (ii) above*

Range of ART Lab Technicians -Rs 8000-10000 (prior to NACO order dated 24-6-09)

Revised NRHM rate range w.e.f 1-4-09- Rs 5000 (in compliance of NACO order dated 24-6-09)

Range fixed by Anomaly Committee- Rs 8000-12000

Date of effect	Remuneration notionally fixed	Remuneration drawn
1-04-08	8000	8000
1-4-09	8000	5000
1-4-10	8500 (after adding increment)	8500

• Arrears to be paid from 1.4.2009 for Rs. 3000 (8000-5000) p.m.

B. States where revision has not yet been undertaken

Where NRHM ranges are higher (or lower) than remuneration recommend by this Committee (had such revision been undertaken) remuneration may be revised w.e.f 1.4.2009 at rates recommended by the Committee and arrears released on this basis. NRHM range are not to be taken into account.

**No. A. 11011/18/2009**  
**Department of AIDS Control**  
**National AIDS Control Organisation**  
**(Admin Wing)**

6<sup>th</sup> Floor, Chanderlok Building  
36, Janpath, New Delhi – 110001  
24<sup>th</sup> June 2009

Office Order

In partial modification of this office order No. A. 11011/69/2007-NACO (Admin) dated 15<sup>th</sup> October, 2007, with a view to rationalize the remuneration structure between various programs of the Central as well as the State Government and the workload of employees at various facilities, the following revised remuneration ranges will be applicable for employment on contractual basis.

**A. SACS Level**

S.No.	Name of Post	Present Range	New Range	Explanatory Note
1	Joint Director (BSD, BS, CST, Finance, IEC and TI etc.)	30,000 – 40,000	35,000 – 46,000	The Govt. Servants on deputation to the positions will be drawing the pay in accordance with Govt. rules. The proposed range is applicable only for contractual positions.
2	Deputy Director (BS, Surveillance, Finance, TI, IEC, ICTC, etc.)	20,000 – 30,000	23,000 – 35,000	
3	Assisting Director (Finance)	20,000-25,000	No change	
4	Consultants (CST), AD (STD)	20,000 – 30,000	25,000 – 35,000	In case they are medical officers they may be paid equivalent scales applicable for identical qualification and experience in State Government wherever such remuneration is higher than prescribed here.
5	Consultant (CSM)	25,000 – 35,000	23,000 – 35,000	Present employees will get the emoluments drawn by them and the new recruits be given the minimum of the range of Rs 23000/-
6	Consultant (VBD)	25,000 – 35,000	23,000- 35,000	
7	AD (TI, CP, Publicity & Documentation and other consultants in the range)	15,000 – 20,000	17,000 – 23,000	
8	M&E Officers	17,000 – 20,000	20,000 – 25,000	
9	Finance Assistant/Accountant	13,000 – 17,000	15,000 –	

			20,000
10	Office Assistant, Divisional Assistant, etc.	10,000 - 15,000	11,500 17,500

**B. Facility level**

S.No.	Name of Post	Current Range	New Range	Explanation
1	Senior Medical Officer (ART)	25000-30000	As per the pay scale given to regular employees with similar qualifications and experience in respective states or current range whichever is higher	
2	Medical Officer (ART)	20000-25000	As per the pay scale given to regular employees with similar qualifications and experience in respective states or current range whichever is higher	
3	Lab Technicians (ART)	8000-10000	As given to contractual employees with similar qualifications and experience under NRHM in respective states.	As integration with NRHM is one of the objectives of the programme, payment to staff in service delivery areas is being standardized to be equivalent to NRHM or state salaries.
4	Lab Technicians (ICTC, Blood Banks)	6500-8000	As given to contractual employees with similar qualifications and experience under NRHM in respective states.	As integration with NRHM is one of the objectives of the programme, payment to staff in service delivery areas is being standardized to be equivalent to NRHM or state salaries.
5	Counsellors in Blood Banks, STD Clinics	6500-8000	No change	This is a new category and workload yet to be developed.
5	Counsellors (ICTCs)	6500-8500	8000-12000	As there is no comparable post in NRHM, remuneration has been fixed in comparison with the qualified staff nurse.
6	Sr. Counsellors (ART)	8000-10000	10000-14000	The counsellors in ART Centre should be post graduates with a minimum of 3 years working experience as counselors as the issues in ART counseling demands more skill sets in drug adherence, family counseling etc.,
7	Pharmacist	8000-10000	As given to contractual employees with similar qualifications and experience under NRHM in respective	As integration with NRHM is one of the objectives of the programme, payment to staff in service delivery areas is being

ry Note

			states	standardized to be equivalent to NRHM or state salaries.
8	ICTC Supervisor	8000-10000	10000-14000	The pay range shown is only basic salary. They will also be eligible for TA as per actuals on submission of claims subject to a maximum of Rs. 2,500 and Rs. 500 communication cost
9	ART Data Manager	8000	10000	

**C.DAPCU Staff**

S.No.	Name of Post	Current Range	New Range
1	District Program Manager	Regular post : scale of pay Rs. 8000-13500 Contractual post : Rs. 20,000	Regular post : corresponding state scale applicable to regular employees Contractual post: 15% increase or as per the NRHM rates for District Managers, whichever is lower
2	M&E Assistant	8000	As per NRHM rates or 15% increase, whichever is lower
3	Accountant	8000	
4	Assistant	8000	

**Instructions for Regulation of Revised Remuneration**

2. Fixation of the remuneration for each person should be based on qualifications and relevant experience. SACS are being provided certain flexibility to ensure that remuneration being given to persons working in SACS is equivalent to similarly placed persons under other Government of India/ State Government funded programmes.
3. Fixation of remuneration should invariably be based upon approval of Executive Committee of SACS to be held under Chairmanship of Secretary, Health before being made effective.
4. The following terms may also be taken into consideration while fixing the remuneration.
  - a. The above rates are applicable from 01.04.2009.
  - b. The increase in remuneration also includes the performance based incentive on re-contracting for the current year.
  - c. In fixing remunerations in the new range, 15% increase may be allowed to whatever the employee was getting as on 31.03.2009. If after proposed increase, the remuneration falls below minimum of the range, the employee's remuneration may be fixed at the minimum of the range. Difference in remuneration due and already drawn may be made while giving payment accordingly.
  - d. The remuneration of the employees who have been recruited recently (less than a year as on 01.06.2009) and are drawing salary in the revised remuneration range will not be revised. In

4/-

- case such employees are drawing less than the minimum of the revised range, the remuneration will be fixed at the minimum of the revised range.
- e. In case of employees who are drawing above the minimum proposed above the fixation will be done to keep the similar difference between the minimum and what they are drawing presently. For example an employee who is drawing Rs. 7500/- in the pay range of Rs 6500-8000/- should be given the increase of 15 percent of Rs. 7500/- allowing the salary at Rs. 8625/- in the range of 8000-12000 so that his past service is taken into account for arriving the revised remuneration.
  - f. Where parity has been drawn with NRHM and State scales, for all cases wherever the revision is resulting in increase of more than 15% of the current remuneration, prior approval of NACO may be obtained.
  - g. All contracts, on revision of remuneration, should be redrawn and made effective from 01.04.2009. No further performance based incentive/ increase in remuneration will be extended during the period of the contract.
5. All PDs are requested to take immediate action on this order and submit action taken report latest by 30<sup>th</sup> June 2009.
6. This issues with the approval of Secretary & Director General, NACO.

  
24/06/09  
(Amardeep S Bhatia)  
Director (Finance)

Copy to:-

1. All Project Directors of SACS.
2. All Officers in NACO
3. Sr. PS to Secretary & DG for information of Secretary & DG
4. PS to Joint Secretary for information of Joint Secretary