

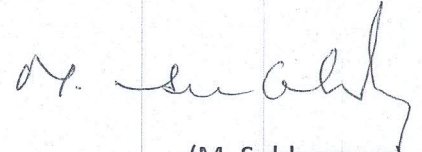
No. 2(10)/2013-DPE(WC) - GL- VIII /13  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhawan  
Block No.14, CGO Complex,  
Lodi Road, New Delhi-110003  
Dated: 30<sup>th</sup> April, 2013

**OFFICE MEMORANDUM**

**Subject:- Revision of Wage/Pay based on profitability of Central Public Sector Enterprise (CPSE) as a whole and not based on unit-wise performance.**

The undersigned is directed refer to this Department's Office Memoranda dated 26.11.2008, 09.02.2009 and 02.04.2009 (Executives pay revision) and 09.11.2006 and 01.05.2008 (Workmen Wage Revision) on the subject and to clarify that for the purpose of wage/pay revision, a CPSE is treated as a single entity and consequently, pay/wage revision has to be based on the performance/profitability of the company as a whole and not separately for each unit. It means that different units within the same CPSE cannot have different pay/wage structures.

  
(M. Subbarayan)  
Director

To

All the Administrative Ministries/Departments of the Government of India.

Copy to:

1. Chief Executives of Central Public Sector Enterprises.
2. Financial Advisers in the Administrative Ministries/ Departments.
3. Department of Expenditure, E-II Branch, North Block, New Delhi.
4. The Comptroller & Auditor General of India, 9, Deen Dayal Upadhayay Marg, New Delhi.
5. NIC, DPE with the request to upload this OM on to the DPE website.