

No. W-02/0021/2020-DPE(WC)/FTS-11378
भारत सरकार Government of India
वित्त मंत्रालय Ministry of Finance
लोक उद्यम विभाग Department of Public Enterprises

Public Enterprises Bhawan,
Block No.14, CGO Complex,
Lodhi Road, New Delhi-110003.
Dated, the 15th September, 2025

OFFICE MEMORANDUM

Subject: Pay fixation in respect of officers joining CPSEs from the Defence Services.

The undersigned is directed to refer to Ministry of New and Renewable Energy's OM No. 123/13/2019/-SECI dated 14th May, 2025 forwarding a representation of a defence personnel joining a CPSE on immediate absorption basis. The issue concerns interpretation of definition of the expression "emoluments" given in DPE OM dated 14.12.2012, in case of a person from Government service, including Defence services, joining a CPSE on a permanent absorption basis. It is brought to the notice of DPE that the said OM dated 04.12.2012 defines the term 'emoluments' as Basic Pay + Grade Pay + DA. Since the concept of 'Grade Pay' is no longer in use, this definition has become outdated.

2. The matter has been examined in DPE and it has been noted that the OM dated 14.12.2012 uses the term 'emoluments' specifically in the context of Defence Services and dissimilar pay scales, only for the purpose of pay protection. Accordingly, in respect of officers joining CPSEs from the Defence Services, the definition of 'emoluments' shall be as per the pay implementation notifications applicable to Defence Services officers for the purposes of pay protection in CPSEs. However, the computation of other allowances after initial pay fixation shall be based on Basic Pay + DA (IDA Scale) only.

3. This issue with the approval of the Economic Adviser, Department of Public Enterprises.


(Rajesh Puri)
Deputy Director
Tel: 24362673

To

All administrative Ministries/Departments of the Government of India.

Copy to:

- (i) The Chief Executives of Central Public Sector Enterprises.
- (ii) Financial Advisers in the Administrative Ministries / Departments.
- (iii) NIC, DPE with the request to upload this OM on the DPE website.
- (iv) Under Secretary, Ministry of New & Renewable Energy (MNRE), Atal Akshay Urja Bhawan, Lodhi Road, New Delhi-110003 in reference to MNRE OM No. 123/13/2019/-SECI dated 14th may, 2025.