

Nirman Bhawan, New Delhi  
Dated the 21st April, 2023

**OFFICE MEMORANDUM**

**Subject: Hospital Patient Care Allowance (HPCA)/ Patient Care Allowance (PCA) to Ministerial Staff (Group –A, B, C& D)–reg.**

The undersigned is directed to refer to resolution no. 11-1/2016-IC dated 6th July, 2017 (relevant extract enclosed) of Department of Expenditure (DoE) wherein the recommendations of the 7<sup>th</sup> Central Pay Commission (7<sup>th</sup> CPC) were accepted by the Government, with modifications, *that Ministerial Staff to continue to get HPCA/PCA as per R1 H3 (Rs. 4100 for level 8 and below and Rs. 5300 for level 9 and above) of Risk and Hardship Matrix.*

2. This Ministry has issued OMs dated 04.02.2004 and 18.09.2019 (copies enclosed) regarding grant of HPCA/PCA to employees of various groups in Central Govt. Hospitals. No order has been issued by Ministry of Health & Family Welfare to grant of HPCA /PCA to Ministerial employees.

3. In light of the guiding principle of grant of HPCA/PCA, recommendations of the 7<sup>th</sup> CPC and aforesaid resolution, the matter of grant of HPCA/PCA to Ministerial employees has been examined in this Ministry in consultation with the D/o Expenditure and it has been decided:

(i) To discontinue HPCA/PCA to Ministerial Staff of all Groups working in Central Govt. Health Care Facilities from the date of issue of this OM.

(ii) All Ministries/Departments shall ensure stoppage of payment of HPCA/PCA to Ministerial Staff working in their respective Central Govt. Healthcare Facilities/Autonomous Bodies (including Railway, Defence, AIIMS, etc.) from the date of issue of this OM.

(iii) No recovery shall be made from Ministerial Staff who have been paid HPCA/PCA on the basis of DoE's resolution dated 06.07.2017. All Ministries/Departments shall submit the amount spent on payment of HPCA/PCA to Ministerial Staff for regularizing the same.

4. The eligibility for grant of HPCA/PCA shall continue to be governed as per this Ministry's OMs dated 04.02.2004 and 18.09.2019.

5. This issues with the concurrence of DoE vide ID Note No.A-27023/1/2018/E.II B/7<sup>th</sup> CPC/Pt. dated 06.04.2023.

Encl. as above.



(Jitendra Kumar Jangid)

Under Secretary to the Government of India

Tele: 011-2306 1640

To

1. Secretaries of all Ministries/Departments i.r.o. Central Govt. Hospitals/Autonomous Bodies/PSUs etc. under their administrative control where HPCA/PCA is being granted/applicable.
2. All JS/EAs, MoH&FW ... with the request to take necessary action in respect of the Central Govt. Hospitals/Autonomous Bodies/PSUs etc. under administrative control where HPCA is being granted/applicable.

Copy for information to:

1. PS to Honb'le HFM
2. PS to Honb'le MoS(HFW)
3. PPS to Secretary(HFW)
4. PPS to SS(H)
5. PPS to JS(Hospital)
6. PS to DS(Hospital)



(Jitendra Kumar Jangid)

Under Secretary to the Government of India

Tele: 011-2306 1640

**MINISTRY OF FINANCE**  
**(Department of Expenditure)**

**RESOLUTION**

New Delhi, the 6th July, 2017

**No. 11-1/2016-IC.**—The Seventh Central Pay Commission (the Commission) was set up by the Government of India vide Resolution No. 1/1/2013-E.III (A), dated the 28<sup>th</sup> February, 2014. The period for submission of report by the Commission was extended upto 31<sup>st</sup> December, 2015 vide Resolution No. 1/1/2013-E.III (A), dated the 8<sup>th</sup> September, 2015. The Commission, on 19<sup>th</sup> November, 2015, submitted its Report on the matters covered in its Terms of Reference as specified in the aforesaid Resolution dated the 28<sup>th</sup> February, 2014.

2. The Government, vide Para 7 of the Resolution No. 1-2/2016- IC, dated 25<sup>th</sup> July, 2016, decided to refer the allowances (except Dearness Allowance) to the Committee on Allowances (the Committee). It was also decided that till a final decision on allowances is taken based on the recommendations of the Committee, all allowances will continue to be paid at existing rates in existing pay structure, as if the pay had not been revised with effect from 1st day of January, 2016.
3. The said Committee submitted its Report on 27<sup>th</sup> April, 2017. The Government, after consideration, has decided to accept the recommendations of the Commission on allowances with 34 modifications as specified in **Appendix I**. The Statement showing the recommendations of the Commission on allowances and the Government's decision thereon is annexed at **Appendix II**.
4. Some of the allowances paid to the Indian Navy which are also paid to the Indian Coast Guard at present have not been mentioned in the Report of the Commission. The Government has decided that these allowances which are admissible to the Indian Navy shall also be paid to the Indian Coast Guard at par with the Indian Navy.
5. The rates in respect of 12 running allowances relating to the Ministry of Railways shall be notified by the Ministry of Railways with the concurrence of the Ministry of Finance.
6. The revised rates of allowances shall be admissible with effect from the 1<sup>st</sup> July, 2017.

**ORDER**

Ordered that this Resolution be published in the Gazette of India, Extraordinary.

Ordered that a copy of this Resolution be communicated to the Ministries and/Departments of the Government of India, State Governments, Administrations of Union territories and all other concerned.

R. K. CHATURVEDI, Jt. Secy.

**Appendix I**

List of allowances recommended by the Seventh Central Pay Commission (7<sup>th</sup> CPC) along with modifications as approved by the Government of India

(1)	(2)	(3)	(4)
S. No.	Name of the Allowance	Recommendations of the 7 <sup>th</sup> CPC	Modifications accepted by the Government
1.	Antarctica Allowance	Retained. Rationalised. To be paid at ₹31500 for Level 9 and above and ₹21000 for Level 8 and below as per Cell RH-Max of the newly proposed Risk and Hardship Matrix	To be kept out of Risk and Hardship Matrix and to be paid on per day basis.  Rates revised from ₹1125 per day to ₹1500 per day and from ₹1688 per day to ₹2000 per day in Summer and Winter respectively.  Team Leader to get 10% extra @₹1650 per day and ₹2200 per day in Summer and Winter respectively

(1)	(2)	(3)	(4)
9.	Funeral Allowance	Abolished	Retained with change in nomenclature as 'Funeral Expense'.  Existing rate multiplied by 1.5.  Rates revised from ₹6000 to ₹9000.
10.	Holiday Compensatory Allowance	Abolished as a separate allowance. Eligible employees to be governed by National Holiday Allowance	Not to be subsumed and retained as a separate allowance.  Existing system to continue in Intelligence Bureau (IB) and Research and Analysis Wing (RAW).
11.	Hospital Patient Care Allowance (HPCA)/Patient Care Allowance (PCA)	Retained. Rationalised. To be paid as per Cell R1H3 of the newly proposed Risk and Hardship Matrix.  HPCA and PCA are admissible to ministerial staff as well on the premise that the entire hospital area carries the risk of communicable diseases. This practice should be stopped and HPCA/PCA should be admissible to only those employees who come in continuous and routine contact with the patients.	Ministerial Staff to continue to get HPCA/PCA as per R1H3 (₹4100 for level 8 and below and ₹5300 for level 9 and above) of Risk and Hardship Matrix
12.	House Rent Allowance (HRA)	Retained. Rationalized by a factor of 0.8	The recommendations of the 7 <sup>th</sup> CPC is accepted with the following modifications:  (ii) HRA shall not be less than ₹5,400 per month, ₹3,600 per month and ₹1,800 per month calculated @30% of minimum pay for X (population of 50 lakh & above), 20% for Y (5 to 50 lakh) and 10% for Z (below 5 lakh) category of cities.  (ii) HRA shall be revised to 27%, 18% & 9% of Basic Pay in X, Y & Z cities when Dearness Allowance (DA) crosses 25% and further to 30%, 20% and 10% of Basic Pay in X, Y & Z cities when DA crosses 50%.
13.	Kit Maintenance Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance	Subsumed in Dress Allowance for Special Protection Group (SPG) and factored in for determining the revised rates of Dress Allowance for SPG.
14.	Launch Campaign Allowance	Abolished	Retained.  Existing rate multiplied by 1.5.  Rates revised from ₹7500 per annum to ₹11250 per annum.

No. Z.28015/119/2012-H  
Government of India  
Ministry of Health and Family Welfare  
(Hospital - II Section)

Nirman Bhawan, New Delhi  
Dated: 18.09.2019

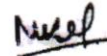
**OFFICE MEMORANDUM**

**Sub: Implementation of the Recommendations of the 7<sup>th</sup> Central Pay Commission for granting of Hospital Patient Care Allowance (HPCA)/Patient Care Allowance (PCA) to Group 'A' & 'B' (Non-ministerial employees) Allied Healthcare Professionals working in various Central Government Healthcare Facilities - reg.**

In continuation of this Ministry's O.M. of even number dated 17.05.2018 and consequent upon the decision taken by the Government on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC), the approval of Competent Authority is conveyed for payment of HPCA/PCA to all Group 'A' & 'B' (Non-ministerial employees) Allied Healthcare Professionals excluding Nurses working in various Central Government Healthcare Facilities as per cell R1H3 of the Risk and Hardship Matrix, if underlying conditions of their exposure as per this Ministry's letter No. Z.28015/24/2001-H dated 04.02.2004 are satisfied, in the following manner:

S. No.	Level of Pay Scale	Rate of amount of HPCA/PCA admissible per month
1.	Level 8 and below	Rs. 4,100/-
2.	Level 9 and above	Rs. 5,300/-

2. This is also subject to the following conditions:
- HPCA/PCA may be admissible in case the individual proceeds on leave/training for less than one calendar month.
  - HPCA/PCA may not be admissible in case of the individual proceeds on leave/training for equivalent and more than one calendar month.
  - HPCA/PCA should not be admissible in case of unauthorized leave.
3. This order shall be effective from 1<sup>st</sup> July, 2017.
4. This issues with the concurrence of Department of Expenditure, Ministry of Finance vide their ID No. A-27023/1/2017/E.II B/7<sup>th</sup> CPC/Pt. dated 30.07.2019, 16.08.2019 & 11.09.2019.



(M.K. Singh)

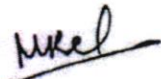
Under Secretary to the Government of India  
Tele: 23061521

- To,
1. Heads of all Subordinate Office under the control of Directorate General of Health Services.
  2. All Addl. DGs/DDGs/Director (CGHS)
  3. Ministry of Finance, Department of Expenditure, North Block, New Delhi

4. Ministry of Railway, Rail Bhawan, New Delhi
5. DoPT, North Block, New Delhi
6. Ministry of Defence, South Block, New Delhi
7. Ministry of Labour, Shram Shakti Bhawan, New Delhi
8. Ministry of Social Justice and Empowerment, Shastri Bhawan, New Delhi
9. Ministry of Urban Development, Nirman Bhawan, New Delhi
10. Secretary, Department of Health Research, New Delhi
11. Secretary, Department of Higher Education, M/o HRD, New Delhi
12. Medical Superintendent, Dr. RML Hospital, New Delhi
13. Medical Superintendent, Safdarjung Hospital, New Delhi
14. Director, LHMC and Associate Hospital, New Delhi
15. DDA, AIIMS, New Delhi
16. JCM Section, MoHFW with request to circulate this OM to all recognized Union, etc.
17. Shri Kaptan Singh Sehrawat, General Secretary, Joint Forum of Medical Technologists of India, New Delhi
18. General Secretary, All India CGHS Employees Association, Saket Kunj, Sector-9, Rohini Delhi
19. President, Union of Allied Healthcare Professionals, AIIMS, New Delhi
20. Integrated Finance Division (IFD), MoHFW, New Delhi
21. NIC, M/o HFW with request to place the same in the Ministry's website.
22. Chairman, UGC, New Delhi
23. Section Officer (Judicial), CAT (PB), New Delhi (w.r.t. CAT Order dated 27.02.2019 in OA No. 3517/2018)

Copy to:

- (i) All Joint Secretary in MoHFW for circulating OM to all the Hospitals/Institutes under their administrative control.
- (ii) PPS to Secretary (HFW)/Secretary (Ayush)/ AS&FA/AS(H), MoHFW.



(M.K. Singh)

Under Secretary to the Government of India

Tele: 23061521

File- 048283

No.Z.28015/24/2001-H  
Government of India  
Ministry of Health & Family Welfare  
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Nirman Bhavan, New Delhi,  
Dated the 4<sup>th</sup> February, 2004.

To

The Director General of Health Services,  
Nirman Bhavan, New Delhi.

Subject:- Payment of Hospital Patient Care Allowance/Patient Care Allowance to Group C & D (Non-Ministerial) employees working in hospitals, dispensaries and organizations.  
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Sir,

I am directed to state that Ministry of Finance had suggested to this Ministry that a clear cut policy for payment of Hospital Patient Care Allowance/Patient Care Allowance to Group C & D (Non-Ministerial) employees working in hospitals, dispensaries and organizations be evolved. Subsequently in consultation with Department of Personnel & Training and Ministry of Finance, it was decided that in the light of the Cabinet decision on the payment of Hospital Patient Care Allowance/Patient Care Allowance, it may not be appropriate to lay down the policy for Hospital Patient Care Allowance/Patient Care Allowance as the major para-meters of the policy have already been decided. Instead, perhaps a consolidated letter be issued in consultation with Dte. General of Health Services to remove all ambiguity in this regard.

Accordingly, the following Guidelines for implementing Hospital Patient Care Allowance/Patient Care Allowance are consolidated in consultation with the Dte. General of Health Services: -

**i) Eligibility for Hospital Patient Care Allowance:**

The Hospital Patient Care Allowance is admissible to all Group C & D (Non-Ministerial) employees excluding nursing personnel @ Rs. 700/- per month and Rs.695/-

....2/-

per month respectively working in General Hospitals (those with 30 beds or more); and in Super Speciality Hospitals (those with 10 beds or more), subject to the condition that no Night Weightage Allowance and Risk Allowance, if sanctioned by the Central Government, will be admissible to these employees.

**ii) Eligibility for Patient Care Allowance:**

The Patient Care Allowance is admissible to the Group C & D (Non-Ministerial) employees excluding nursing personnel @ Rs.690/- per month working in the health care delivery institutions/establishments (other than hospitals) having less than 30 beds, subject to the condition that no Night Weightage Allowance and Risk Allowance, if sanctioned by the Central Government, will be admissible to these employees. (Copies of this Ministry's Orders No.Z.28015/26/98-MH (H), dated 28.9.1998 and Z.28015/41/98-H (i), dated 2.1.1999 are enclosed).

**iii) The condition which an organization must satisfy before its employees can be considered for grant of Hospital Patient Care Allowance.**

Only persons (Group C & D, Non-Ministerial employees) whose regular duties involve continuous and routine contact with patients infected with communicable diseases or those who have to routinely handle, as their primary duty, infected materials, instruments and equipments which can spread infection as their primary duty may be considered for grant of Hospital Patient Care Allowance. It is further clarified that HPCA shall not be allowed to any of those categories of employees whose contact with patients or exposure to infected materials is of an occasional nature.

**iv) The conditions which an organization must satisfy before its employees can be considered for grant of Patient Care Allowance.**

The persons (Group C & D, Non-Ministerial) employees whose regular duties involve continuous routine contact with patients affected with communicable diseases or are handling infected materials, instruments and equipments which can spread infection as their primary duty working in health care delivery institutions other than Hospital (30 beds for General Hospital; 10 beds for Super Speciality Hospital) may be considered for



grant of Patient Care Allowance. PCA shall not be allowed to any Group 'C' & 'D' (Non-Ministerial) employees whose contact with patients or exposure to infected materials is of occasional nature.

v) **The classification of Group C & D Civil posts.**

The classification of Group C & D Civil posts for the payment of Hospital Patient Care Allowance/Patient Care Allowance as notified by Department of Personnel & Training vide their Notification No.13012/1/98-Estt.(D), dated 20.4.1998 is as under:

Group 'C' Posts

"A Central Civil post carrying a pay or a scale of pay with a maximum of over Rs.4000/- but less than Rs.9000/-"

Group 'D' posts

"A Central Civil post carrying a pay or a scale of pay the maximum of which is Rs.4000/- or less."

Department of Personnel & Training vide their Office Memorandum No.35034/1/97-Estt.(D)(Vol.iv), dated 10.02.2000 further clarified that the classification of the post held by the officer should be with reference to the scale of pay of the post held by the Government servant on regular basis and not with reference to the higher pay scale granted to the Government servant under Assured Career Progression (ACP) Scheme. In view of the Department of Personnel & Training's clarification, the Group 'C' employees who have been granted the pay scale of Group 'B' post under the ACP scheme would continue to be entitled to the payment of Hospital Patient Care Allowance/Patient Care Allowance.

The Hospital Patient Care Allowance/Patient Care Allowance is payable to Group C & D (Non-Ministerial) employees working in the hospitals/dispensaries etc. This Allowance is not admissible to Group C & D (Non-Ministerial) employees working in

the Headquarters Office dealing with such Healthcare Units/Dispensaries/Hospitals as long as they work there. The HPCA or PCA will be admissible to such employees only in the event of their transfer from Headquarters to the Healthcare Units/Dispensaries/Hospitals and subject to the condition specified in (iii) and (iv) above.


The Non-Ministerial posts will be decided as per the recruitment rules of the posts. Though the power to declare an employee as Non-Ministerial rests with the Head of Office, this should be done only with the prior approval of the concerned administrative Ministry in consultation with the Department of Personnel & Training.

vi) **The dates of eligibility in each case.**

The grant of Hospital Patient Care Allowance/Patient Care Allowance can be considered from the dates as notified by Ministry of Health & Family Welfare. The dates of eligibility for payment of Hospital Patient Care Allowance/Patient Care Allowance would be notified in consultation with the Ministry of Finance in all cases of grant of Hospital Patient Care Allowance/Patient Care Allowance to the Group C & D (Non-Ministerial) employees in the future (Copy of this Ministry's Order No.Z.28015/60/87-H, dated 5.3.1990 is enclosed).

These issues with the approval of Department of Personnel & Training vide their U.O. No.239/03-Estt (AL), dated 20.6.2003 and Ministry of Finance (Department of Expenditure) vide their U.O. No.362/E.IV/03, dated 3.7.2003.

Yours faithfully,

  
(U.C. Nangia)

Deputy Secretary to the Government of India

Copy to:-

1. The Director General of Audit, Central Revenues, I.P. Estates, New Delhi.
2. The Director (CGHS), Nirman Bhavan, New Delhi.
3. The Additional Director (CGHS), Nirman Bhavan, New Delhi.
4. The Medical Superintendent, Dr. RML Hospital, New Delhi.
5. The Medical Superintendent, Safdarjung Hospital, New Delhi.
6. The Principal & Medical Superintendent, Lady Hardinge Medical College & Associated Hospitals, New Delhi.