

File No. A-11011/12/2022 - NACO(HR)

Government of India

Ministry of Health & Family Welfare

National AIDS Control Organisation

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9<sup>th</sup> & 6<sup>th</sup> Floor, Chandralok Building

36, Janpath, New Delhi-1

Dated, the 3rd August 2022

**OFFICE MEMORANDUM**

**Subject– Review of HR structure, manpower requirement and revision of remuneration for contractual staff at State/UT AIDS Control Societies (SACS)[SACS/District/Facility] levels for NACP-V.**

The National AIDS and STD Control Programme (NACP) is a Central Sector Scheme fully funded by Government of India. It is implemented by National AIDS Control Organisation (NACO), a division of Ministry of Health & Family Welfare (MoHFW), to combat and control the HIV/AIDS epidemic in the country. The extended Phase –IV of the Programme ended on 31.3.2021. NACP Phase-V has been approved by the Cabinet aligning it with the 15<sup>th</sup> Finance Commission i.e from April, 2021- March, 2026 or till further review whichever is earlier.

2. Aligning to the Sustainable Development Goal 3.3 of ending AIDS as a public health threat by 2030, National AIDS Control Programme Phase-V endeavours to achieve the targets of reduction in new HIV infections through prevention efforts, 95-95-95 targets of test-treat-suppress, reduction of stigma and discrimination as well as provisioning services for prevention and control of STI/RTI. Being a finite programme, all services and facilities under NACP are implemented through contractual manpower.

3. Therefore, a Committee was constituted to, inter-alia, review HR structure, manpower requirement and revision of remuneration for contractual staff for the next Phase of the Programme. The Committee submitted its report to the Competent Authority with the recommendations that the HR structure be aligned with the goal of NACP-V. Recommendations made by the Committee have been examined and the competent authority has decided rationalisation/restructuring of contractual manpower and revision of remuneration for various contractual positions at (SACS) levels under NACP-V as indicated in following paragraphs.

4. The entry grade consolidated remuneration at various levels in SACS in respect of various positions is as under:

**A. Revised Remuneration at SACS level-**

Sr. No.	Name of Position	Revised monthly consolidated remuneration (in ₹)
1.	Joint Director	67,900/-
2.	Deputy Director	50,680/-
3.	Assistant Director	35,000/-
4.	Epidemiologist	1,06,400/-
5.	Stores Officer	35,000/-
6.	Administrative Officer	35,000/-
7.	HR Officer	35,000/-
8.	State Logistics Coordinator	28,000/-
9.	Procurement Assistant	23,800/-
10.	Accountant/ Finance Assistant	23,800/-
11.	Divisional Asst.	23,800/-
12.	Admn. Asstt.	23,800/-
13.	Personal Asstt.	23,800/-
14.	Computer Literate Steno	23,800/-
15.	Office Asstt. (LDC)	23,800/-
16.	Pharmacist	21,000/-

**B. Revised Remuneration at Facility Level-**

Sr. No.	Name of Position	Revised monthly consolidated remuneration (in ₹)
1.	Senior Medical Officer	90,000/-
2.	Research Fellow (Clinical)	72,000/-
3.	Medical Officer	72,000/-
4.	Technical Officer	35,000/-
5.	Research Fellow (Non-Clinical)	35,000/-
6.	Office Assistant	23,800/-

Sr. No.	Name of Position	Revised monthly consolidated remuneration (in ₹)
7.	District ICTC Supervisor	22,680/-
8.	Training & Mentoring Coordinator	22,400/-
9.	SACEP Coordinator	22,400/-
10.	Staff Nurse	21,000/-
11.	Counsellor	21,000/-
12.	Lab Technician	21,000/-
13.	Nutritionist	21,000/-
14.	Pharmacist	21,000/-
15.	Data Analyst/Data Manager/	21,000/-
16.	ANM	₹ 18,000/- or as notified under the Minimum Wages Act, whichever is higher
17.	Driver (BUS)	₹ 18,000/- or as notified under the Minimum Wages Act, whichever is higher
18.	Driver (VAN)	₹ 18,000/- or as notified under the Minimum Wages Act, whichever is higher
19.	Attendant / Cleaner	₹ 18,000/- or as notified under the Minimum Wages Act, whichever is higher
20.	Lab Attendant	₹ 18,000/- or as notified under the Minimum Wages Act, whichever is higher
21.	Out Reach Worker	₹ 18,000/- or as notified under the Minimum Wages Act, whichever is higher
22.	Community Care Coordinator	₹ 18,000/- or as notified under the Minimum Wages Act, whichever is higher
23.	Data Entry Operator	17,780/-
24.	Junior Accountant	17,780/-

**C. Revised Remuneration at District Level-**

Sr. No.	Name of Position	Revised monthly consolidated remuneration (in ₹)
1.	District Programme Manager (DPM)	43,680/-

2.	District Assistant (M&E)	17,780/-
3.	District Assistant (Accounts)	17,780/-
4.	District Assistant (Programme)	17,780/-

Following new positions have been provisioned as per the necessity of Phase-V of the Program at the following remuneration:

Sr. No.	Name of Position	Revised monthly consolidated remuneration (in ₹)
1.	Cluster Programme Manager (CPM)	54,300/-
2.	Clinical Services Officer (CSO)	46,800/-
3.	Data Monitoring and Documentation Officer (DMDO)	37,500/-

**5. Remuneration in respect of existing contractual staff at all levels-**

Since the existing contractual staff have been granted annual raises in all the previous years (the last annual raise was granted w.e.f. 01.04.2021), therefore, it has been decided that if the remuneration of existing contractual staff still falls short of revised entry level remuneration as mentioned in the tables at paragraph 4 above, at any position, the new revised entry level remuneration would be applicable.

6. The above revision in the remuneration would be further subject to the following:
- As a consequence of rationalisation/restructuring of manpower for NACP-V, it has been decided to discontinue a total of 482 positions (at Facility Level-232 positions and at SACS level-250 positions). The details of revised manpower at various levels in SACS shall be communicated separately.
  - Concurrent evaluation of work load assessment at various levels in SACS/District/Facility would be carried out to review the actual requirement and justification for the number of contractual staff engaged at each level on regular basis with the aim to further rationalize the numbers for eliminating redundancies and ensuring due cost-savings and efficiencies through optimal engagement of the resources and by regularly monitoring their performance and outputs.
  - It has to be ensured that revised compensation package is within the financial outlay as mentioned in NACO's Order No. Z-14011/01/2021-NACO (FIN) dated 16.3.2022. Further, the revised compensation package may not exceed the similarly placed contractual staff under NHM.
  - Department of Expenditure/Ministry of Finance OM dated 9.3.2022 regarding revised procedure for release of funds under Central Sector Scheme shall be complied with while implementing PFMS based payment system. It shall be the responsibility of the concerned Project Director of SACS to ensure that no stake or any claim/legal rights are allowed for regularisation of such contractual staff under NACP.

- v. The revision of remuneration shall be effective from 1.4.2021.
- vi. The revision in remuneration will not be applicable to the contractual staff who have left/ resigned from SACS/District/Facility on or before the date of issue of this order.
7. The competent authority has seen and approved.
8. This issues in concurrence of IFD vide C.D. No. 899 dated 29.07.2022.

(Sunil KS Bhadoria)

Under Secretary to the Government of India

Copy to:

1. All Project Directors, SACS (As per the list)
2. DDG/Sr CMO/CMO, NACO.

Copy for information to:

1. Sr. PPS to Secretary (HFW).
2. Sr PPS to AS & DG, NACO.
3. Sr PPS to Director, NACO.
4. JS (IFD) with reference to their CD No. 899 dated 29.07.2022.
5. PS to DS (A&P).
6. All US/DD.
7. Consultant-Finance.