



மத்திய சித்த மருத்துவ ஆராய்ச்சிக் குழுமம்

(ஆயுஷ் அமைச்சகம், இந்திய அரசு)

ஜி.எஸ்.டி. சாலை, தாம்பரம் சானடோரியம், சென்னை - 600 047.

केंद्रीय सिद्ध अनुसंधान परिषद्

(आयुष मंत्रालय, भारत सरकार)

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CENTRAL COUNCIL FOR RESEARCH IN SIDDHA

(Ministry of Ayush, Govt. of India)

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F. No. 8-10/ 2025-CCRS/ Estt./ HPCA/ 1618

dated 30.01.2026.

Office Memorandum

Subject: Hospital Patient Care Allowance (HPCA) / Patient Care Allowance (PCA) to the Non-Ministerial Staff (Group A, B, C and D) in the Institutes under CCRS - Reg.

Ministry of Ayush, Government of India has issued Office Memorandum No. L-12017/ 1/ 2021-AS dated 25.07.2025 for payment of HPCA/ PCA to the Non-Ministerial Staff - Group A & B Allied Health Care Professionals (excluding Nurses) and Group C & erstwhile Group D employees working in the health care facilities under the Ministry. In continuation, Ministry of Ayush has also issued another OM No. L-12017/ 1/ 2021-AS dated 01.09.2025 stating that these HPCA/ PCA is payable, only if the underlying conditions of exposure as stipulated in Ministry of Health and Family Welfare's letter No. Z. 28015/ 24/ 2001-H dated 4th February 2004; OM No. Z. 28015/ 119/ 2012-H dated 18.09.2019 and OM No. V. 28017/ 23/ 2018-H-II dated 21.04.2023 are fully satisfied (**Copies enclosed**). Specifically, Ministry of Ayush OM dated 01.09.2025 further advised the Councils to carefully analyse the applicability for payment to their employees by strictly following the eligibility conditions as laid down by the MoH & FW in the above cited letter/OMs, if any ambiguity found, would be liable for Audit Objections.

2. Accordingly, in compliance with the Orders cited above, the applicability of HPCA/ PCA to the incumbents of identified posts and the peripheral Institutes of CCRS, which are satisfying the conditions prescribed therein have been examined. Now, the identified posts eligible for payment of HPCA/ PCA are as below:

- i. AD (Biochemistry)/RO (Biochemistry)
- ii. Medical Lab Technologist (GP 4200), Jr. MLT (GP 2800), Lab Technician (GP 2400) and Lab Assistant (GP 2000)
- iii. Social Worker
- iv. Pharmacists
- v. Dark Room Assistant/Dark Room Attendant
- vi. Lab. Attendant
- vii. Ward Boy/Ayah
- viii. Cook, Kitchen Servant
- ix. Attendant (If the post is attached to the Hospital)
- x. Dhobi
- xi. Safai Wala / Sweeper
- xii. Field Attendant (If routine duty involves patient care)
- xiii. Pharmacy Attendant
- xiv. Chowkidar (If routine duty involves patient care)
- xv. Dresser [renamed as Therapist (Siddha)]
- xvi. Driver

3. It has been decided to pay HPCA/ PCA, at the following rates recommended by the 7th CPC and accepted by the Ministry of Finance, Government of India, to the incumbents of the identified posts worked/working in the identified Institutes viz. SCRI Chennai, SRRI Puducherry and SRRI Thiruvananthapuram depending upon the number of beds etc., as per Cell R1H3 of the Risk and Hardship Matrix, subject to underlying conditions of their exposure as per the above cited MoH&FW letter dated 04.02.2004:

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

4. The payment of HPCA/ PCA is subject to the following conditions:

- As laid down in MoH&FW OM dated 18.09.2019, HPCA/ PCA is not admissible in case of the individual proceeds on leave/training for one full Calendar month or more. However, it is admissible in case the individual proceeds on leave / training for less than one Calendar month.
- HPCA/PCA is not admissible in case of unauthorised leave.
- As laid down in MoH&FW OM dated 04.02.2004, HPCA/ PCA is admissible to the incumbents of the identified posts, who are regularly and continuously in direct contact with patients as an essential part of their duties and not on an occasional or incidental basis.
- As per MoH&FW OM dated 21.04.2023, Ministerial Staff of all Groups like Supervisory, Managerial, Administrative, Clerical etc., are not eligible for HPCA/PCA.

5. This revised/ enhanced HPCA/ PCA is payable from 01.07.2017. In-charges of SCRI Chennai, SRRI Puducherry & Thiruvananthapuram are hereby directed to prepare the Due- Drawn Pay Statement, considering the HPCA/ PCA paid at the old rate(s) and submit to CCRS Head Quarters within 2 weeks for further course of action for payment. Undertaking from the respective working / retired Officials to the effect that in case of any wrong/ excess payment, the amount would be recovered from their salary/ dearness relief respectively may also collected. This work may be treated as **Top Priority**.

This is issued with the approval of the Competent Authority.

Enclosures: 3 MoH&FW Orders & 2 MoA Orders.

 30/01

Dr. A. Rajendra Kumar


RO (Siddha) / Sci-III & Admin. I/c

For Director General

✓ To: The In charges of SCRI Chennai, SRRI Puducherry/ Thiruvananthapuram.

Copy to:

- PS to DG, CCRS
- Office Order File
- In charges of SCRUI Palayamkottai/ Tirupati/ Bengaluru/ New Delhi/ Goa and AWC, New Delhi – Payment of HPCA/ PCA to their Units will be considered as and when the respective Unit complied with the orders cited in Para 1 above.
- All the Sections of CCRS HQ for information.

 RO (Siddha) / Sci-III & Admin. I/c

File No. L-12017/1/2021-AS
Government of India
Ministry of Ayush
Ayurveda Section

Ayush Bhawan, B-Block
INA, New Delhi-110023
25th July 2025

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 the communications received from various Autonomous Bodies / Institutes under the Ministry of Ayush regarding Hospital Patient Care Allowance (HPCA) / Patient Care Allowance (PCA).


2. In this regard, it is to inform that as per the extant Guidelines issued by the Ministry of Health and Family Welfare, the nodal Ministry in respect of HPCA/PCA, vide letter No. Z.28015/24/2001-H dated 4th February 2004, O.M. No. Z.28015/119/2012-H dated 18th September 2019 & O.M. No. V.28017/23/2018.H-II dated 21st April 2023 and Resolution No.11-1/2016-IC dated 6th July 2017 issued by the Department of Expenditure, Ministry of Finance, the Hospital Patient Care Allowance / Patient Care Allowance is payable to the following categories of employees:-

- i) Group A/B (Non-Ministerial employees) Allied Healthcare Professionals excluding Nurses and
- ii) Group C/D (Non-Ministerial employees)

A copy of aforesaid OMs is enclosed your ready reference.

3. A list of Allied & Healthcare Professionals as mentioned in the Schedule to The National Commission for Allied and Healthcare Professionals Act 2021 is also enclosed for information.

4. The above issues with the approval of the Competent Authority.


(Abdul Sadiq Khan)

Under Secretary to the Govt. of India

To

All RCs / NIs under the Ministry of Ayush

Copy to:

Sr.PPS to Secretary (Ayush)
PPS to JS (KJ) / JS (MD) / JS (AD) / DDG (SP)

File No. L-12017/1/2021-AS
Government of India
Ministry of Ayush
Ayurveda Section

Ayush Bhawan, B-Block
INA, New Delhi-110023
1st September 2025

OFFICE MEMORANDUM


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

The undersigned is directed to refer to this Ministry's OM No. L-12017/1/2021-AS dated 25th July 2025 on the above mentioned subject alongwith which copies of OM's / letter issued by the Ministry of Health and Family Welfare containing the extant guidelines for payment of Hospital Patient Care Allowance (HPCA) / Patient Care Allowance (PCA) to Non-Ministerial Staff (Group - A,B,C & D) were also annexed.

2 In view of receipt of queries from some of the Institutes/Councils, it is clarified that HPCA / PCA is payable to Non-Ministerial Staff (Group 'A' & 'B'-AHP and 'C' & 'D'), barring nursing staff, working in Hospitals / Health Care delivery institutions / establishment under the Ministry of Ayush only if the underlying conditions of their exposure as mentioned in Ministry of Health and Family Welfare's letter No. Z.28015/24/2001-H dated 4th February 2004, OM No. Z.28015/119/2012-H dated 18th September 2019 and O.M. No. V.28017/23/2018.H-II dated 21st April 2023 are fully satisfied.

3. Accordingly, all the Institutes/Councils are advised to carefully analyse the applicability for payment of HPCA/PCA to their employees by strictly following the eligibility conditions as laid down by MoH&FW in its aforesaid OM's/letter (copies enclosed), as any ambiguity found, would be liable for Audit objections.

4. The above issues with the approval of the Competent Authority.


(Abdul Sadiq Khan)

Under Secretary to the Govt. of India

To

All RCs / NIs under the Ministry of Ayush

Copy to:

P S O to Secretary (Ayush)
PPS to JS (KJ) / JS (MD) / JS (AD) / DDG (SP)

33 SEP 2025





No Z.28015/24/2001-H
Government of India
Ministry of Health & Family Welfare

Nirman Bhavan, New Delhi,
Dated: the 4th 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

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/-

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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

....3/-

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

....4/-

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.

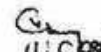
The Non-Ministerial posts will be decided as per the recruitment rules of the posts. Though the power to declare an employee as Non-Ministerial rests with the Head of Office, this should be done only with the prior approval of the concerned administrative Ministry in consultation with the Department 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 2801 S/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 Prangia)

Deputy Secretary to the Government of India

Copy to:-

- 1 The Director General of Audit, Central Revenues, 1 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.

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

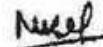
OFFICE MEMORANDUM

Sub: Implementation of the Recommendations of the 7th 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 7th 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:
 - (i) HPCA/PCA may be admissible in case the individual proceeds on leave/training for less than one calendar month.
 - (ii) HPCA/PCA may not be admissible in case of the individual proceeds on leave/training for equivalent and more than one calendar month.
 - (iii) HPCA/PCA should not be admissible in case of unauthorized leave.
3. This order shall be effective from 1st July, 2017.
4. This issues with the concurrence of Department of Expenditure, Ministry of Finance vide their ID No. A-27023/1/2017/E.H B/7th 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

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 7th Central Pay Commission (7th 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 7th 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.

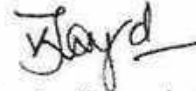
(ii) All Ministries/Departments shall ensure stoppage of payment of HPCA/PCA to Ministerial Staff working in their respective Central Govt. Healthcare Facilities/Autonomous Bodies (including Railway, Defence, AIIMS, etc.) from the date of issue of this OM.

(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/7th 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