

Ref PAF/01/26

19.09.2025

WORKSHOP ON PAY FIXATION & NPS vs. UPS AT NEW DELHI

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Govt., State Govt., Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations.

A workshop on **Pay Fixation & NPS vs. UPS** is being organized by NAHRD from **12.01.2026 to 13.01.2026** at New Delhi.

The above-mentioned workshop is for the benefit of staff dealing with pay fixation in Government, Semi Government, Autonomous Bodies, Statutory Authorities, Public Sector Undertakings, etc. The program has been designed to provide practical insight into pay fixation rules so as to enable them to apply pay fixation rules and procedures under different circumstances including post implementation of the report of the VII Central Pay Commission (Ministry of Finance) and 3rd pay Revision Guidelines (Department of Public Enterprises). Central & State government organizations that are yet to implement current pay commission should also nominate their officers for the present workshop. It is needless to add that errorless fixation of pay scale at every stage is need of the hour. After the workshop the participants shall have updated knowledge and skills on the following aspects:

- 7th Central Pay Commission Recommendations & Revised Pay Rules 2016
- Fixation of Pay by organizations under various State Governments
- Fixation of Pay of Reemployed Pensioners
- Financial Effect of Penalties
- Pay Fixation in Autonomous Bodies/ Statutory Authorities
- Fixation of Pay of Public Sector Bank Employees
- DPE- 3rd Pay Revision Committee- Assessment & Recommendation 2017
- Compensation Package and Categorization of CPSE
- Pay Scales and Fitment Benefit, Bunching of Pay and Pay Protection
- Dearness Allowance, HRA and Leased Accommodation
- Perks and other allowances
- National Pension System (NPS) Vs unified Pension Scheme (UPS)
- Salient Features of NPS & UPS

Workshop Methodology

The programme will be delivered through interactive lectures, group discussions, case studies, demonstrations, and exercises on practical applications of technology in risk management and compliance.

Subject experts having practical knowledge and understanding of the subject will be invited as faculty for the present subject.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Engineers India Ltd, FSSAI, Tariff Authority of Major Ports, Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, Punjab National Bank, NABARD, DFCCIL, HUDCO, HAL, JNPT, Syndicate Bank, IDBI Bank, Quality Council of India, Telecom Regulatory Authority of India, Delhi University, Export Inspection Council of India, Spices Board, Rail Land Development Authority, ONGC, Indian Space Research Organization, Directorate of Advertising & Visual Publicity, Border Security Force, GIC of India, EXIM Bank, Delhi Metro Rail Corporation, Mumbai Metro Rail Corporation, Election Commission of India, North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Wildlife Institute of India, Bharat Dynamics Ltd., Directorate General of Shipping, etc.

Participation Fee

(Non-Residential): Rs. 30,000/- plus GST @ 18% per participant

Please note that the present workshop is non-residential. The participation fee covers the cost of study material and lunch.

Venue: Welcome hotel by ITC, Dwarka, New Delhi – 110075

Dates and Timings: 12.01.2026 (Monday) to 13.01.2026 (Tuesday): 09:30 to 17:30 Hours

Participants will be required to report by 09:00 hours on both days.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with DD in favor of National Academy of Human Resource Development payable at New Delhi. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

Name of Beneficiary: National Academy of Human Resource Development

Bank: Kotak Mahindra Bank. **A/c No.** 8912179265

IFSC Code. KKBK0004620 **PAN:** AAJFN7963N **GSTIN:** 07AAJFN7963N1ZF

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Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date for accepting nominations is **05.01.2026**.

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

Thanks & Regards

A handwritten signature in black ink, appearing to be 'A. K. Singh', written in a cursive style.

For NAHRD