

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL & TRAINING)

LOK SABHA
UNSTARRED QUESTION NO.2775
(ANSWERED ON 05.08.2026)

OVERTIME ALLOWANCE UNDER THE CODE ON WAGES, 2019

2775. SHRI RADHAKRISHNA:

Will the **PRIME MINISTER** be pleased to state:

- (a) whether the overtime allowance paid to non-gazetted Central Government employees is computed as per the rate prescribed under Section 14 of the Code on Wages, 2019 namely not less than twice the normal rate of wages since implemented on 21 November 2025, if so, the details thereof and if not, the reasons therefor;
- (b) the details of existing formula and rates at which such overtime allowance is paid and the date since which these rates have remained unrevised; and
- (c) whether any proposal is under consideration to extend payment of overtime allowance to Gazetted Central Government employees who are presently excluded from such payment, if so, the details thereof and if not, the reasons therefor?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

- (a): Over Time Allowance (OTA) to eligible Non-Gazetted Central Government Employees is regulated as per the recommendation(s) of respective Pay Commissions. The recent OM No. A-27016/ 03/ 2017-Estt. (AL) dated 19.06.2018 was issued, as per the decision taken by the Department of Expenditure on the recommendations of the 7th Pay Commission which provides for discontinuation of OTA to all categories of employees except Operational & Industrial employees governed by statutory provisions.
- (b): This Department, vide O.M. No. 15012/3/86-Estt. (Allowance) dated 19.03.1991, prescribed the hourly rates of OTA payable to eligible Central Govt employees. As per the decision taken by the Department of Expenditure on the recommendations of Pay Commissions, the rates have not been revised.
- (c): Any decision on allowances, including OTA is taken by Department of Expenditure, on the recommendations of the Pay Commission.
