



पावर ग्रिड कोर्पोरेशन ऑफ इंडिया लिमिटेड
Power Grid Corporation of India Limited

सूचना का अधिकार अभिनियम 2005 के अंतर्गत केन्द्रीय लोक सूचना अधिकारी
Central Public Information Officer under the RTI Act, 2005
केन्द्रीय कार्यालय, 'सौदामिनी', प्लॉट नं.2, सेक्टर-29, गुडगांव, हरियाणा-122007
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122007



CP/RTI/2016/151

Date: 26th July, 2016

Shri Amit Rawat
Flat No. C/42
Geeta Colony, Police Station
Delhi – 110 031.

Sub: **Information under Right to Information Act, 2005 (Application No. 151 dated 2.07.2016.)**

Dear Mr. Rawat,

This has reference to your online RTI request dated 2nd July, 2016, seeking information under RTI Act, 2005.

Information sought is attached at **Annex-I**.

First Appeal, if any, against the reply of CPIO may be made to the first appellate Authority within 30 days of the receipt of the reply of CPIO. Details of Appellate Authority at Corporate Centre, Gurgaon, under RTI Act, 2005 is as below:

Shri B. Mishra
Executive Director (CP & IT) & Appellate Authority
Corporate Centre, Power Grid Corporation of India Limited
"Saudamini", Plot No. 2, Sector-29, Gurgaon – 122007, Haryana.
Email ID: bmishra@powergridindia.com
Phone No. 0124-2571960

Thanking you,

भवदीय,

सतीश
26/7/16

(सतीश कुमार जे.)

उप महाप्रबंधक (के.आ.) एवं के.लो.सू.अधिकारी

Phone No. 0124-2822746

Email ID: cpio.cc@powergrid.co.in

ANNEX I

Reply to RTI Query by Sh Amit Rawat.

Q1, 2, 3,	Informa tion sought	Queries relating to Pay fixation on initial appointment in POWERGRID
4, 5, 6.	Reply	Relevant copies of Pay fixation rules is enclosed (2 pages) Relevant copy of DPE OM dtd. 08.06.2009 indicating comparison of CDA scale with IDA scale is also enclosed (2 pages)

2/1/11



PAY FIXATION RULES

1.0 SHORT TITLE

These rules may be called "POWERGRID Pay Fixation Rules".

2.0 APPLICABILITY

These rules shall be applicable to all employees appointed to posts in the regular establishment of the Company including :

- i) Probationers;
- ii) Lien Holders;
- iii) Deputationists on foreign service terms; and
- iv) Temporary employees appointed for special period,

2.1 These Rules shall not be applicable to :

- i) Apprentices engaged under the Apprentices Act, 1961;
- ii) Muster roll, Daily rated, Casual, Badli or Substitute employees;
- iii) Apprentices/Trainees engaged under company's own Training schemes save and except to the extent specifically mentioned in these Rules; and
- iv) Those appointed on consolidated salary.

3.0

FIXATION OF PAY ON INITIAL APPOINTMENT

The pay on initial appointment other than an appointment on deputation (foreign service) terms shall be fixed keeping in view all the relevant aspects including existing emoluments, performance in the interview, abundance/scarcity in a discipline vis-a-vis the requirements of the Company etc. of suitable personnel. Initial pay may be fixed at any stage of the pay scale at the discretion of the appointing authority or an authority empowered in this regard by the appointing authority. This will be subject to guidelines as may be issued from time to time.

3.1.1

Personal Adjustment: A candidate, drawing higher amount of dearness allowance in his previous organisation compared to that admissible to him in POWERGRID, will be allowed, in addition to basic pay and dearness allowance, a separate component to be termed as "Personal Adjustment" as indicated in the offer of appointment. This provision is to be followed in respect of deputationists opting for company's scale of pay.

This is with a view to ensuring that merely on account of D.A. differential, the basic pay of an individual is not unnecessarily fixed at a higher stage. Subject to this, the actual basic pay to be allowed will be the one as may be fixed keeping in view the factors as mentioned in rule 3.1 above. The amount of personal adjustment and mode of its adjustment in future, shall be done in the manner notified by the management from time to time.



- 3.1.2 In respect of an employee of Central Government retaining lien on his previous post in the parent department, actual basic pay to be allowed to them shall be determined by applying the principle of FR 22 (c) subject to the condition that (i) the basic pay of the employee concerned is restricted as provided in Central Government Rules and (ii) the sum total of basic pay, dearness allowance and personal adjustment is equal to or less than the Basic Pay and Dearness Allowance mentioned in their offers of appointment. Subsequent revision(s) of pay and dearness allowance in his parent organisation shall not be taken into consideration. The personal adjustment so allowed will be treated in the same manner as mentioned at rule 3.1.1 before.
- 3.1.3 In respect of an employee of Central Government on deputation opting for Company's scale of pay, the excess, if any, of basic pay plus dearness allowance as admissible to him in his parent organisation over that in POWERGRID on protection basis [to be arrived at in the manner as mentioned in rule 3.1.1 (ii)] shall be allowed as "Personal Adjustment". The Personal Adjustment to be so allowed will be determined with reference to his date of joining on deputation. Subsequent revision(s) of dearness allowance in his parent organisation shall not be taken into consideration. The Personal Adjustment so allowed will be treated in the same manner as mentioned at rule 3.1.1 before.
- 3.1.4 The pay of a re-employed pensioner of the Central Government on his initial re-employment shall be fixed as per the Central Government Rules prevalent from time to time. The working formulae based on the existing Central Government Rules are given at "Annexure-I" for reference. If the appointment is not the first re-employment after retirement, the pay of the re-employed pensioner will be fixed by the appointing authority or an authority empowered in this regard by the appointing authority, on the basis of principal enunciated at rule 3.1 above subject to the condition that the actual pay to be drawn by him shall be the pay so fixed minus the pension and pensionary equivalent of other retirement benefits as under the Central Government Rules.
- 3.1.5 In case of a departmental candidate appointed through selection against open advertisement or internal circular, the pay will be fixed at the minimum of the scale of pay of the post to which he is appointed or according to the principle as followed in fixation of pay on promotion, whichever is more favourable to him. However, in exceptional cases the appointing authority or an authority empowered in this regard by the appointing authority may allow pay higher than that admissible according to above fixation, on specific recommendation to that effect for reasons to be recorded in writing by the Selection Board/Committee.
- 4.0 FIXATION OF PAY OF DEPUTATIONISTS**
- 4.1 The pay of an employee from Central Government on deputation to the Company shall be fixed in accordance with the deputation (foreign service) rules of the Central Government, as modified from time to time. An extract from the existing Central Government Rules, together with explanatory notes are given in "Annexure-II".

Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Dir (Personnel)

Dir (Finance)

ED (HR)

ED (HR PCC)

ED (HR)

Public Enterprises Bhawan,
Block No. 14, C.G.O. Complex
Lodi Road, New Delhi-110 003
Dated: 8th June, 2009

cc: CMD

27/7

OFFICE MEMORANDUM

Subject :- Revision of scales of pay of executives of CPSEs w.e.f. 01.01.2007, pay etc of Government Officers on deputation CPSEs.

The undersigned is directed to invite attention to para '12' Annex. IV, Point No. (x) of DPE O.M. No. 2(70)/08-DPE (WC) dated 26.11.2008 which provides that "the Government Officers, who are on deputation to the CPSEs, will continue to draw the salary as per their entitlement in the parent Department. Only those, who come on permanent absorption basis, will get the CPSE scales, perks and benefits".

Some Ministries/ Departments particularly Ministry of Railways raised difficulties in implementation of the aforesaid clause. In accordance with the provisions as contained in para '18' of O.M. dated 26.11.2008, issues so raised were considered by the Anomalies Committee. Based on the recommendations of the Anomalies Committee, it has been decided as follows:-

The Government officers already on deputation with the CPSEs as on 26.11.2008 (the date of issue of O.M. by the DPE regarding the revision of scale of pay of the executives and non unionised supervisors of CPSEs) will continue to avail of the option already available and exercised by them till the end of their deputation tenure. The extension, if any given after 26.11.2008, will not qualify for this dispensation.

The Board level executives who have been selected through PESB mechanism in IDA scales, and appointed on deputation basis, by ACC/Competent Authority prior to 26.11.2008 will continue to get the same scales with all its associated benefits till the end of their tenure.



Dir (HR)
For info pl.
23/5
25/9

*may be looked
into by rectt &
 wages group.*

Sh. Manoj
*Review of
code is
J. Venkatesh*

Sh. Sreenivasan
CM (HR)

Sh. Anurag

It may be emphasized that the pay revision of the executives is a total package and the scales, perks and allowances should not be mixed. Accordingly the executives getting the CDA pay scales will continue to get benefits, perks and allowances applicable to CDA scales and executives who are getting IDA pay scales will get perks and allowances applicable to IDA scales.

The decisions contained in para 2 above are enabling provisions. All the conditions indicated in DPE O.Ms dated 26.11.2008, 09.02.2009 and 02.04.2009 will be applicable mutatis mutandis to such executives also.

All administrative Ministries/ Departments of the Government of India are requested to issue suitable instructions to the CPSEs under their administrative control.


(P.J. Michael)

Under Secretary to the Government of India

1. All the Administrative Ministries/Departments of the Government of India (Secretaries by name).
2. Financial Advisers in the Administrative Ministries/ Departments.

Copy to:

Chief Executives of Central Public Sector Enterprises.

Copy also to:

1. Department of Expenditure (Smt Sushma Nath, Secretary), North Block, New Delhi.
2. Department of Personnel and Training, (Shri Rahul Sarin, Secretary), North Block, New Delhi.
3. Secretary, PESB, CGO Complex, Lodhi Road, New Delhi.
4. The Comptroller & Auditor General of India (Commercial Audit Wing), 9 Deen Dayal Upadhyay Marg, New, New Delhi
5. NIC, DPE with the request to upload this OM on to the DPE website.


(P.J. Michael)

Under Secretary to the Government of India