



सूचना
का अधिकार

पावर ग्रिड कॉर्पोरेशन 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, 'सादामिनी', प्लॉट नं.2, सेक्टर-29, गुडगांव, हरियाणा-122007
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122007



पावरग्रिड

CP/RTI/2016/205

Date: 29th September, 2016

Shri Swarup Nandkeolyar,
C-II/35, Tilak Lane,
New Delhi-110001

Sub: Information under Right to Information Act, 2005.

Dear Mr Nandkeolyar,

This has reference to your online RTI request dated 12th September, 2016, seeking information under RTI Act, 2005.

The 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 S. K. Sharma
Executive Director (CP) & Appellate Authority
Corporate Centre, Power Grid Corporation of India Limited
"Saudamini", Plot No. 2, Sector-29, Gurgaon – 122007, Haryana.
Email ID: s.k.sharma@powergridindia.com
Phone No. 0124-2571960

Thanking you,

भवदीय,

(अजय होलानी)

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

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

ANNEX-I

RTI by Shri Swarup Nandkeolyar, C-II/35, Tilak Lane, New Delhi regarding note/document where PRP was allowed to to him and names of the officials who initiated, processed, vetted, recommended, approved of this note/document.

1. Photocopies of note/document are enclosed.
2. Name and designation of officials are available in the said document

**POWER GRID CORPORATION OF INDIA LTD.
CORPORATE HR DEPARTMENT**

Ref No : C/HR/ESTT/01506

Dated: 11.11.2011

पावरग्रीड

Subject : Payment of arrears of PRP

1.0 Annexed is a representation from Shri S Nandkeolyar, Emp No 01507,ex-CVO requesting for release of PRP for the period during which he was on deputation to POWERGRID.

2.0 Background in brief :

2.1 In terms of para 12 read with para iv of annexure IV of DPE OM No 2(70)/08-DPE(WC) dated 26.11.2008 (the date of issue of DPE OM regarding revision of pay of executives & non-executive Supervisors in CPSE's),only those Government Officers who come on permanent absorption basis will get the CPSE scales, perks and benefits. (copy enclosed as annexure A). Shri Nandkeolyar had opted for the pay of Parent Organisation and accordingly his pay and perks were regulated as per his admissibility in his parent organization.

2.2 Later vide their OM No. 372/21/2009-AVD-III dated 12.10.2010, DOPT conveyed the decision of the cabinet to amend the DPE OM issued under reference no 2(70)/08-DPE(WC) dtd.26.11.2008 (copy enclosed as annexure B) to the following extent :-

a) CVOs and other officers on deputation to the vigilance Departments of CPSEs may be allowed the option of election to draw either the pay of the post in the scale of pay of the CPSE concerned or pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any.

b) The CVOs and other officers on deputation to the Vigilance Department in CPSEs may also be allowed all the perks, benefits and perquisites applicable to equivalent level officers in concerned CPSEs .

2.3 On issue of DOPT OM No. 372/21/2009-AVD-III dated 12.10.2010, Shri Nandkeolyar requested vide his letter dated 28.11.2010 requested for payment of arrears. Shri Nandkeolyar has been released perks @ 49% of basic pay drawn w.e.f. 26.11.2008 till 30.11.2009 (i.e. date of release from POWERGRID) against approval of Competent Authority dated 24.03.2011(copy enclosed). Regarding PRP, it was mentioned in the note that the matter will be taken up later. In fact, based on a decision of POWERGRID Committee of Directors named Remuneration Committee for deciding the PRP(copy enclosed),a reference was made to the Ministry regarding regulation of PRP to employees on deputation to POWERGRID.

3.0. Vide letter No 11/20/2009-PG dated 03.11.2011 decision of DPE regarding regulation of PRP to employees on deputation has been conveyed by MOP (copy enclosed) .It has been stated in the DPE note dated 22.09.2011 enclosed therein that Power Ministry may be informed that the PRP will be allowed only to CVO and other officers on deputation to the Vigilance Department in CPSE's, in terms of the DOPT OM dated 12.10.2010 read with DPE OM dated 03.12.2010. Other states/Central Govt. Employees who were/are on deputation to PGCIL will be regulated as per the provisions contained in DPE OMs dated 26.11.2008 & 08.06.2009.

Contd p/2.....



पार विद्

4.0. As regards rate at which PRP is to be paid, it is submitted that Shri Nandkeolyar had opted for the pay of his parent organization which was under the CDA pattern. In terms of CVC Order issued under reference No 3(v)/99/5 dated 29.07.1999 (copy enclosed) CVOs in the level of Jt Secretary to Govt. of India and above will be given the status, facilities and perquisites equivalent to that of Functional Director without allowing the scale of pay (of functional Director) in PSUs. As per the DPE guidelines PRP percentage ceiling (of basic pay) in respect of Executives in the level of E8 & E9 level is same i.e. 70%.

5.0. In light of the foregoing it is proposed that PRP may be released to Shri Nandkeolyar equivalent to that paid to Executives in E8 & E9 levels for the period 01.04.2007 to 30.11.2009.

Proposal is submitted for concurrence by F&A Department before approval.

[Handwritten signature]

(SUDIPTA DUTTA)
Chief Manager(HR)

AGM (HR-Estt)

[Handwritten notes: 0 0, 11/11]

ED (HR)

[Handwritten notes: 11/11, 14/11/11]

ED (Fin)

D (Pers)

CMD

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14/11

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18.11.11

Continued on page ⑤

[Handwritten notes: 21/11/11, 14.11.11]

[Handwritten notes: 76/19/11, 11/11/11, 46/20/11, 11.11.11]



As per the clarification from Ministry of Power dated 03.11.2011 enclosed with the proposal, it is clarified that PRP will be allowed only to the Chief Vigilance officers and other officers on deputation to the vigilance department in CPSEs. Accordingly, Shri S. Nandkeolyar, ex-CVO (01507) who was on deputation in Powergrid from 19.07.2005 to 30.11.2009 is eligible for Performance Related Pay (PRP) under PRP Scheme of Powergrid effective from 01.04.2007 to 30.11.2009.

- (i) In the current proposal the PRP percentage proposed for Sh.S.Nandkeolyar is that equivalent to the level of E-8 & E-9. Vide IOM dated 16.03.2010 of HR (Flag-A) individual PRP percentages, on provisional basis were enclosed for the year 2007-08 and 2008-09 in respect of Board level Executives and below Board Level. Since to compute PRP individual percentages are required for these financial years accordingly same may please be furnished.
- (ii) For the period 01.04.2009 to 30.11.2009 provisional annual PRP percentage for the executives for the FY 2009-10 intimated vide IOM dated 25.04.2011(Flag-B) under the PRP Scheme shall be applicable for computation of PRP payable to Sh. S. Nandkeolyar.
- (iii) The incentive paid under old scheme for the period 01.04.2007 to 30.11.2009 shall be adjusted from the amount payable under the revised PRP scheme.

~~ED (Finance)~~

वर्ग 12/12/2011
22/11

18.11.11
(S. Bhatnagar)
D. G. M. (F)

~~ED (HR)~~

AGM (MID) 22/11

With observations of Fin (Dept) above EA group may please give their comments. 22/11/11

हिन्दी में काम करना आसान है, शुरू तो कीजिए।

→ ~~AGM (NS)~~

22/11/2011
SRINASA (R)



Ref : C/HR/IE/8

Date: 02.12.2011

Sub : PRP payment to Sh S Nandkeolyar, Emp.No. 01507, ex-CVO

- 1.0 Performance Related Pay scheme for Board level & below Board level executives has been implemented w.e.f. 2007-08, vide circular dtd.16.03.2010. Accordingly annual provisional PRP percentages were released for eligible executives for 2007-08 & 2008-09, vide IOM dtd.16.03.2010. Further vide IOM dtd. 25.04.2011, provisional annual PRP percentage for 2009-10 were released for eligible executives. However due to pending clarification from Government on PRP payments to executives on deputation to POWERGRID, the aforesaid payments were not released to deputationist.
- 2.0 On pre page-1, para-3 it is clarified that PRP will be allowed only to CVO and other officers on deputation to Vigilance deptt. in CPSEs and at para 5.0, it is proposed that PRP may be released to Sh Nandkeolyar equivalent to that paid to executives in E8 & E9 level for the period 01.04.2007 to 30.11.2009.
- 3.0 Accordingly PRP percentage has been calculated based on the following data for 07-08 & 08-09. The following data is based on the earlier calculation of PRP for the same years.

Parameter	2007-08	2008-09
Company /MoU performance (Mo)	1.0 ✓	1.0 ✓
Group performance of CC (Pg)	0.84 ✓	0.85 ✓
Individual performance (Pi)- in absence of AAR, average rating is considered	0.4 ✓	0.4 ✓
PRP % ceiling at E8/E9 level (Pp)	70% ✓	70% ✓
R60	0.600 ✓	0.717 ✓
R40	0.000 ✓	0.483 ✓
PRP % (provisional)	23.84	41.35

Further PRP percentage for 2009-10 has already been communicated to CC F&A department & the same may be considered. The amount already paid under performance linked incentive scheme may be adjusted accordingly for the aforesaid periods.

It is, therefore proposed for adjustment of PRP as per aforesaid percentage to Sh Nandkeolyar.

(Signature)
 (Rajendra Gujer)
 Sr Engr(HR-IE)

Ch Mgr(IE&P) *(Signature)*

AGM(HR) *(Signature)*

ED(HR) *(Signature)*

DIR(Pers.) *(Signature)*

DIR(Fin) *(Signature)*

CMD *(Signature)*

2-116/An(10/11)
7/12/11
27304/An(10/11)
2/12/11
1003/10/11
8/12/11
1208/10/11
7/12

(Signature)
 दिन्दी में काम करना आसान है, शुरु तो कीजिए !
 M.M.(HR) AS - (RPR - 17.12.2011)

No. DG Sectt. Misc./2011-12/125

Dated: 7th September, 2011

To,

The Chairman & Managing Director
Power Grid Corporation of India Ltd.
Corporate Centre
Plot No.2, Sector-29,
GURGAON

Sub: Payment of arrears in respect of Performance Related Pay (PRP).

Dear Sir,

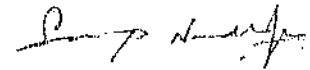
I am enclosing my letter dated 28th February, 2011 on the subject noted above which is self-explanatory.

I am thankful that arrear regarding perks, except payment of Performance Related Pay (PRP) has been released to me. However, arrear with regard to PRP has not been released as yet. I have come to know that the matter has been referred to Ministry of Power for clarification. In this regard I would again like to invite your attention to DOPT's OM dated 12th October, 2010 and DPE's OM dated 03.12.2010 through which it has been clarified that CVOs and other officers on deputation to the Vigilance Department of PSUs will be allowed all the perks benefits and perquisites applicable to equivalent level officers in the concerned PSUs. I have further come to know that in consonance with the above two OMs the present CVO of POWERGRID has been allowed perks, benefits and perquisites applicable to the Director level officer of POWERGRID.

In view of the above, I would request you to look into this matter and advise the concerned officials to take suitable action immediately for the payment of this amount which is a long due.

Thanking you,

Yours faithfully,



(S. NANDKEOLYAR)
Director General of Audit
(Former Chief Vigilance Officer)

Encl: as above.

This case has not yet been closed? Pl. note
27/9
23/9
23/9

Sup
24/9
ED (M)
Form 10
6/11

28/02/11
21/9

24/9
21/9
4226
13/9/11

22/09/11
9/9



सत्यमेव जयते

S. NANDKEOLYAR
IA&AS

Telephone No. 022 26572578 Fax No. 022 26572451
E-mail : pdacmun@vsnl.com / pdacentralMumbai@cag.gov

महानिदेशक लेखा परीक्षा, केन्द्रीय

सी-25, ऑडिट भवन, बांद्रा-कुर्ला कॉम्प्लेक्स, बांद्रा (पूर्व), मुंबई - 400 051.

DIRECTOR GENERAL OF AUDIT (CENTRAL)

C-25, 'AUDIT BHAVAN',

BANDRA-KURLA COMPLEX, MUMBAI - 400 051.

No. DGA(C)/Per/182

Date: February 28, 2011.

To

The Chairman and Managing Director
Power Grid Corporation of India Ltd.
'Saudamini', Plot No.2, Sector - 29
GURGAON - 122 001 (Haryana)

Sub: Payment of arrears with respect to pay and perks

Dear Sir,

As you are aware during my tenure as Chief Vigilance Officer in POWERGRID, I was drawing pay of my parent department and the perks of the Corporation till October 2008. However, the perks were deducted with effect from 01.01.2007 due to the notification of Pay Revision Circular by DPE.

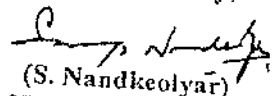
On 12th October 2010, DOP&T vide OM No. 372/21/2009-A VD-III clarified that the Chief Vigilance Officers and other functionaries of Vigilance Department who are on deputation are allowed all the perks, benefits and perquisites applicable to equivalent level of officers in concerned CPSEs. This was reiterated by DPE vide circular No. 2(27)/10-DPE(WC)GL-XXIV/2010 dated 03.12.2010.

I understand that a proposal for payment of the deducted amount of the perks etc. for CVOs and other officers on deputation to the Vigilance Department of POWERGRID has been initiated in POWERGRID. However, after a lapse of more than three months, I am still to get the arrears. I have come to know that similar arrears which were deducted from the salaries of other CVOs of the different CPSUs who had similarly joined with me have already been paid long back. It is also to bring to your notice that as an effect of the above two notifications of DOP&T and DPE all CVOs who are on deputation to different CPSEs including Power Sector are being paid all perks, benefits and perquisites which includes PRP also.

In view of the above, I would request you to look into this matter and advise the concerned officials to take suitable action immediately for the payment of this amount which is a long due.

Thanking you,

Yours faithfully,


(S. Nandkeolyar)

Former Chief Vigilance Officer

No.372/21/2009-AVD-III
Government of India
Ministry of Personnel, Public Grievances & pensions
Department of Personnel & Training

North Block,
New Delhi, dated 12th October, 2010

OFFICE MEMORANDUM

Subject: Allowing vigilance functionaries on deputation to CPSEs the option to draw pay either in the scale of pay of the CPSE concerned or pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any – Cabinet decision - reg.

The Government had set up a Committee (2nd Pay Revision Committee) to examine and recommend changes in the pay structure, allowances, perks and benefits of the Central Public Sector Enterprises (CPSE) employees. The recommendations of the Committee were considered by the Department of Public Enterprises (DPE) and also by the Cabinet. Based on the decision of the Cabinet, the DPE had issued an O.M. No. 2(70)/08-DPE(WC) on 26th November, 2008, proclaiming the revised pay structure in CPSEs.

2. As per para 12 read with para (iv) of Annex. -IV of the above O.M., only those Government officers who come on permanent absorption basis, will get the CPSE scales, perks and benefits. However, as per guidelines for appointment of CVOs in CPSEs etc issued by DoP&T vide their OM No. 372/8/99-AVD-III dated 18th January, 2001, the CVOs are allowed to exercise their options to draw the pay of the post in the CPSE or their grade pay. This provision is based on the policy that the CVOs are to be posted on deputation from outside the organisation and they are not allowed to be permanently absorbed in that CPSE.

3. This issue was considered by the Cabinet in its meeting held on 5th October, 2010, which decided that the Department of Public Enterprises's O.M. No. 2(70)/08-DPE(WC) dated 26.11.2008 stand amended to the effect that -

- (i) CVOs and other officers on deputation to the Vigilance Departments of CPSEs may be allowed the option of electing to draw either the pay of the post in the scale of pay of the CPSE concerned or pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any.

- (ii) The CVOs and other officers on deputation to the Vigilance Departments in CPSEs may also be allowed all the perks, benefits & perquisites applicable to equivalent level of officers in concerned CPSEs.



(Teja Singh)

Under Secretary to the Government of India
Tel. No. 23093846

1. Shri Bhaskar Chatterjee, Secretary, Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi.
2. All Ministries/Departments of the Government of India.
3. Secretary, Central Vigilance Commission, Satarkata Bhawan, New Delhi.
4. NIC Cell with the request to upload the same on the Website of the Ministry.

Copy also to:-

1. Prime Minister's Office (Ms. V. Vidyavathi, Director) South Block, New Delhi.
2. Cabinet Secretariat, (Shri K.L. Sharma, Director), Rashtrapati Bhawan, New Delhi.


(Teja Singh)

Under Secretary to the Government of India

No. 2(27)/10-DPE (WC) GL-XXIV/2010
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhawan
Block No.14, CGO Complex,
Lodi Road, New Delhi-110003
Dated: 03rd December, 2010

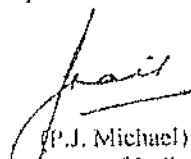
OFFICE MEMORANDUM

Subject: - Allowing vigilance functionaries on deputation to CPSEs the option to draw pay either in the scale of pay of the CPSE concerned or pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any - Cabinet decision-reg.

The undersigned is directed to refer to Department of Personnel & Training O.M. No. 372/21/2009-A VD-III dated 12.10.2010 on the above mentioned subject and to state that para '3' of aforesaid DoPT's O.M. dated 12.10.2010 has modified (with the approval of Cabinet) the DPE O.M. dated 26.11.2008 (Annex IV, point No. iv refers) to the extent indicated therein (DoPT O.M dated 12.10.2010).

2. In this regard a reference is invited to DPE O.M. dated 08.06.2009, which is based on the recommendations of the Anomalies Committee. In view of the position explained in para '1' above, O.M. dated 08.06.2009 is also modified to the effect as indicated in para '1' above

3. It is clarified that in view of DPE O.M. dated 26.11.2008 read with DoPT O.M. dated 12.10.2010, effective date of above provisions in respect of CVOs and other officers on deputation to the vigilance Department of CPSEs would be 01.01.2007. However, provisions as contained in DPE O.Ms dated 26.11.2008 and 08.06.2009 will be relevant in respect of all Government Officers who come on deputation to CPSEs in posts other than CVOs and other officers on deputation to the Vigilance Department of CPSEs.


(P.J. Michael)

Under Secretary to the Government of India

All Administrative Ministries/Departments

1. Copy to :

Chief Executives of CPSEs

2. Copy also to :

i) Financial Advisors of the Administrative Ministries/Departments.

ii) The Comptroller & Auditor General of India (Commercial Audit Wing), 9, Deen Dayal Upadhyaya Marg, New Delhi.

iii) Department of Expenditure, North Block, New Delhi.

iv) Department of Personnel & Training, North Block, New Delhi.

v) Chairman, PESB Member(s), PESB/Secretary, PESB, CGO Complex, New Delhi.

vi) Director General SCOPE, SCOPE Complex, New Delhi.

3. Copy also to :

i) PS to Secretary (PE).

ii) PS to Secretary (BRPSE).

iii) Dir. (G), Dir.(RB), Dir.(P), Joint Advisor (RC) of DPE.

iv) NIC, DPE for uploading on to the DPE website.


(P.J. Michael)

Under Secretary to the Government of India

Public Enterprises Bhawan
Block No.14, CGC Complex, Lodi Road,
New Delhi, the 26th November, 2008.

OFFICE MEMORANDUM

Sub: Board level and below Board level executives and Non Unionised Supervisors in Central Public Sector Enterprises (CPSEs) -revision of scales of pay w.e.f. 01.01.2007.

The last revision of the scale of pay of below Board level and Board level executives and non-unionised supervisors, in Central Public Sector Enterprises was made effective from 1.1.1997 for a period of ten years. As the next pay revision fell due from 1.1.2007, the Government had set up a Pay Revision Committee (2nd PRC) under the chairmanship of Justice M. Jagannadha Rao, Retd. Judge of Supreme Court of India, to recommend revision of pay and allowances for above categories of employees following IDA pattern of pay scales. The Government after due consideration of the recommendations of 2nd Pay Revision Committee, have decided as follows:-

1. Revised Pay Scales:- The revised Pay scales for Board and below Board level executives would be as indicated in Annex.-I.
2. Fitment Benefit:
 - (i) A uniform fitment benefit @ 30%, on basic pay plus DA @ 68.8% as on 01.01.2007 would be provided to all executives. The aggregate amount would be rounded off to the next ten rupees and pay fixed in the revised pay scale.
 - (ii) If any extra ordinary increment (s) and / or increase in the pay in respect of executives/ non unionized supervisors have been granted with retrospective effect, which affects the revision of pay as on 1.1.2007, such increment and / or increase in pay will be ignored for the purpose of fitment/ pay revision
 - (iii) Where executives drawing pay at two or more consecutive stages in an existing scale get bunched, then, for every two stages so bunched, benefit of one increment shall be given.
3. Affordability for implementation of pay revision: - The revised pay scales would be adopted, subject to the condition that the additional outgo by such revision for a period of 12 months should not result in more than 20% dip in profit before tax (PBT) for the year 2007-08 of a CPSE in respect of executives as well as non-unionised supervisory staff taken together in a CPSE. CPSEs that cannot afford to pay full package, can implement with either part PRP or no PRP. These CPSEs

...age subsequently, provided the dip in the profit (PBT) is fully
recouped to the normal level.

4. ... which are not able to adopt revised pay scales (2007), may give an incremental basic pay plus DA drawn in the pre-revised scale as on 01.01.2007. ... uniform lower fitment of 10% or 20%, depending upon their affordability. ... approval of their Ministry/ Department.

5. **Increment:** Annual increment will be at the rate of 3% of the revised basic pay. Stagnation increment and increment for pay fixation on promotion will be as per Annex.-II (A).

6. **Dearness Allowance:** 100% DA neutralization will be adopted for all the executives and non-unionised supervisors, who are on IDA pattern of scales of pay, w.e.f. 01.01.2007. Thus, DA as on 01.01.2007 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100, which is 126.33 as on 01.01.2007. The periodicity of adjustment will be once in three months, as per the existing practice for these categories. The quarterly DA payable from 01.01.2007 will be as per new DA scheme as given in Annex.-II (B).

7. **House Rent Allowance:** The House Rent Allowance to the employees of CPSEs will be at the following rates.

Cities with population	Rates of HRA
50 lakhs and above	30% of Basic Pay
5 to 50 lakh	20% of Basic Pay
Less than 5 lakh	10% of Basic Pay

8. **Leased Accommodation:** The Board of Directors may decide the level of executives, who will be provided company leased accommodation and the size, type and locality of such accommodation. For purposes of CTC, 30% of basic pay may be considered as expenditure on Housing.

9. **City Compensatory Allowance:** The City Compensatory Allowance stands dispensed with.

10. **Other Allowances/ Perks:** The Board of Directors will decide on the allowances and perks admissible to the different categories of the executives subject to a maximum ceiling of 50% of the Basic Pay. Instead of having a fixed set of allowances, the CPSEs may follow "Cafeteria Approach" allowing the executives to choose from a set of perks and allowances. In places, where CPSEs have created infrastructure such as hospitals, colleges, schools, clubs, etc., these facilities should be monetized at replacement cost for the purpose of computing the perks and allowances. The following allowances will, however, be outside the purview of ceiling of 50% of the Basic Pay:

- i) North-East Allowance limited to 12.5% of Basic Pay.
- ii) Allowance for Underground Mines limited to 15% of Basic pay

- iii) Special Allowance upto 10% of Basic Pay for serving in the difficult and far flung areas as approved by concerned Ministries in consultation with the Department of Public Enterprises from time to time.
 - iv) Non Practicing Allowance limited to 25% of Basic Pay for Medical Officers.
11. The admissibility/ quantum and procedure for determination of Variable Pay/Performance Related Pay has been given in Annex.-III:
 12. Long Term Incentives, introduction of cost to the company (CTC) concept in CPSEs, Pay of Executives on deputation / transfer to CPSEs, Pay of Government officers on deputation to CPSEs and Superannuation Benefits will be as per Annex.-IV.
 13. Gratuity: The ceiling of gratuity of the executives and non-unionised supervisors of the CPSEs would be raised to Rs. 10 lakhs with effect from 1.1.2007.
 14. Company Car: The company car would be provided to the Directors and CMDs. The Executive Directors/ General Managers heading the projects of CPSEs may also be provided with the company car. For purposes of CTC, the expenditure on car provided should be excluded.
 15. Pay Revision in respect of non-unionised supervisory staff: The revision of scales of pay for non-unionised supervisory staff may be decided by the respective Board of Directors of the CPSEs.
 16. Financial Implications: The CPSE concerned has to bear the additional financial implications on account of pay revision from their own resources and no budgetary support will be provided.
 17. Issue of Presidential Directive, effective date of implementation and payment of allowances etc.: The revised pay scales would be implemented by issue of Presidential Directive in respect of each CPSE separately by the concerned Administrative Ministry/Department. The revised pay scales will be effective from 1.1.2007. The payment of HRA, perks and allowances based on the revised scales will, however, be from the date of issue of Presidential Directive. The Board of Directors of each CPSE would be required to consider the proposal of pay revision based on their affordability to pay and submit the same to the Administrative Ministry/ Department for approval. The concerned Administrative Ministry with the concurrence of its Financial Advisor will issue the Presidential Directive. A Copy of the Presidential Directive issued to the CPSEs concerned may be endorsed to the Department of Public Enterprises.
 18. Issue of instructions/clarifications and provision of Anomalies Committee: The Department of Public Enterprises will issue necessary instructions /clarifications wherever required, in implementation of the above decisions. An Anomalies Committee consisting of the Secretaries of Department of Public Enterprises, Department of Expenditure and Department of Personnel & Training has been constituted to look into further specific issues / problems that may arise in implementation of Government's decision on the recommendations of 2nd PRC. Any

Normally should be forwarded with the approval of Board of Directors to the Administrative Ministry/ Department, who will examine the same and dispose on the issue. However, if it is not possible for the Administrative Ministry to sort out the issue, the matter may be referred to DPE, with their views, for consideration of the Anomalies Committee.

K.D. Tripathi

(K.D. Tripathi)

Joint Secretary to the Government of India

Administrative Ministries/ Departments (Secretary by name) of the Government of India.

1. Copy to:

Chief Executives of CPSEs.

2. Copy also to:

- i) Financial Advisors in the Administrative Ministry/Department.
- ii) C & AG of India, 10, Bahadur Shah Zafar Marg, New Delhi.
- iii) Department of Expenditure, E-2 Branch, North Block, New Delhi.
- iv) Department of Personnel & Training, North Block, New Delhi.
- v) Chairman, PESB/Member(s), PESB/Secretary, PESB, CGO Complex, New Delhi.

3. Copy also to:

Prime Minister Office, (Shri Kamal Dayani, Director)

4. Copy also to:

- i) Cabinet Secretariat (Shri C. S. Kedar, Joint Secretary)
- ii) Cabinet Secretariat (Shri K. L. Sharma, Director)

5. Copy also to:

- i) PS to Minister (HI&PE).
- ii) PS to MoS (HI&PE).
- iii) PS to Secretary (PE).
- iv) AS & FA (PE).
- v) All officers of DPE
- vi) NIC Cell, DPE with the request to upload the O.M. on the DPE website.

P. J. Michael
(P. J. Michael)
Under Secretary

i) Long Term Incentives:

All CPSEs would formulate Employees Stock Option Plan (ESOP) and 10% to 25 % of the PRP should be paid as ESOPs. In order to see that Enterprises are able to operate ESOPs scheme, the concerned Administrative Ministry/Department should encourage the CPSEs coming under its control to get them listed on the Stock Exchanges.

ii) The concept of cost to company (CTC) in CPSEs:

The concept of cost of Company would be introduced in all the CPSEs. The entire cost of an executive is explicitly made known by the CPSEs adopting the system of CTC for the purpose of reporting executive compensation. Pay, allowances, perquisites and retirement benefits should all be monetized and included while reporting the cost of manpower to the CPSE.

iii) Pay etc. of Executives of CPSEs, on deputation / transfer: The executives, who are brought into holding companies from subsidiary companies or vice-versa on deputation/transfer, will continue to draw their basic pay as drawn in the original company. They will, however, be entitled to draw the allowances and variable pay /performance' related pay as applicable to the borrowing CPSE.

iv) Pay etc. of Government officers on deputation to CPSEs: The government officers, who are on deputation to the CPSE, 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.

v) Superannuation Benefits: CPSEs would be allowed 30% of Basic Pay as Superannuation benefits, which may include Contributory Provident Fund (CPF) Gratuity, Pension and Post-Superannuation Medical Benefits. The CPSEs should make their own schemes to manage these funds or operate through Insurance companies on fixed contribution basis. The amount of Pension, Gratuity and Post-Retirement Benefit will be decided based on the returns from the schemes to be operated. The Pension and Medical benefits can be extended to those executives, who superannuate from the CPSE and have put in a minimum of 15 years of service in the CPSE, prior to superannuation.

i) Variable Pay/Performance Related Pay

The PRP has been directly linked to the profits of the CPSEs/units and performance of the executives. The percentage ceiling of PRP progressively increasing from junior level to senior level executives, expressed as percentage of pay are indicated below:

Grade	Percentage of Basic Pay
E-0 to E-1	40
E-2 to E-3	40
E-4 to E-5	50
E-6 to E-7	60
E-8 to E-9	70
Director (C&D)	100
Director (A & B)	150
CMD (C&D)	150
CMD (A & B)	200

For Non-Unionised Supervisors, PRP as percentage of Basic Pay will be decided by the respective Board of Directors in a CPSE.

The above PRP will, however, be on the following conditions:

a) The PRP would be payable at 100% eligibility levels in case the CPSE achieves the Memorandum of Understanding (MoU) rating as "Excellent". If the CPSE's MoU is rated as "Very Good", the eligibility of PRP would be 80% of the Basic Pay. In respect of "Good" and "Fair" ratings, the eligibility levels would be 60% and 40% respectively. However, there will be no PRP irrespective of the profitability of the CPSE, in case it is rated as "Poor".

b) The PRP would be based on physical and financial performance and will come out of profits of the CPSE. 60% of the PRP will be given with the ceiling of 3% of Profit before Tax (PBT) and 40% of PRP will come from 10% of incremental profit. Incremental profit would mean the increase in profit as compared to previous year's profit. The total PRP, however, will be limited to 5% of the year's PBT, which will be for executives as well as non unionized supervisors in a CPSE. The PRP for the year will be calculated latest by December of the following year based on the CPSE's performance as per audited accounts. The proposed PRP scheme will begin from the financial year 2007-08. There will be no incremental profit for the

No.372/21/2009-AVD-III
Government of India
Ministry of Personnel, Public Grievances & pensions
Department of Personnel & Training

North Block,
New Delhi, dated 12th October, 2010

OFFICE MEMORANDUM

Subject: Allowing vigilance functionaries on deputation to CPSEs the option to draw pay either in the scale of pay of the CPSE concerned or pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any – Cabinet decision - reg.


The Government had set up a Committee (2nd Pay Revision Committee) to examine and recommend changes in the pay structure, allowances, perks and benefits of the Central Public Sector Enterprises (CPSE) employees. The recommendations of the Committee were considered by the Department of Public Enterprises (DPE) and also by the Cabinet. Based on the decision of the Cabinet, the DPE had issued an O.M. No. 2(70)/08-DPE(WC) on 26th November, 2008, proclaiming the revised pay structure in CPSEs.

2. As per para 12 read with para (iv) of Annex. -IV of the above O.M., only those Government officers who come on permanent absorption basis, will get the CPSE scales, perks and benefits. However, as per guidelines for appointment of CVOs in CPSEs etc issued by DoP&T vide their OM No. 372/8/99-AVD-III dated 18th January, 2001, the CVOs are allowed to exercise their options to draw the pay of the post in the CPSE or their grade pay. This provision is based on the policy that the CVOs are to be posted on deputation from outside the organisation and they are not allowed to be permanently absorbed in that CPSE.

3. This issue was considered by the Cabinet in its meeting held on 5th October, 2010, which decided that the Department of Public Enterprises's O.M. No. 2(70)/08-DPE(WC) dated 26.11.2008 stand amended to the effect that -

- (i) CVOs and other officers on deputation to the Vigilance Departments of CPSEs may be allowed the option of electing to draw either the pay of the post in the scale of pay of the CPSE concerned or pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any.

- (ii) The CVOs and other officers on deputation to the Vigilance Departments in CPSEs may also be allowed all the perks, benefits & perquisites applicable to equivalent level of officers in concerned CPSEs.


(Teja Singh)

Under Secretary to the Government of India
Tel. No. 23093846

1. Shri Bhaskar Chatterjee, Secretary, Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi.
2. All Ministries/Departments of the Government of India.
3. Secretary, Central Vigilance Commission, Satarkata Bhawan, New Delhi.
4. NIC Cell with the request to upload the same on the Website of the Ministry.

Copy also to:-

1. Prime Minister's Office (Ms. V. Vidyavathi, Director) South Block, New Delhi.
2. Cabinet Secretariat, (Shri K.L. Sharma, Director), Rashtrapati Bhawan, New Delhi.


(Teja Singh)

Under Secretary to the Government of India

No. 2(27)/10-DPE (WC) GL-XXIV/2010
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhawan
Block No.14, CGO Complex,
Lodi Road, New Delhi-110003
Dated: 03rd December, 2010

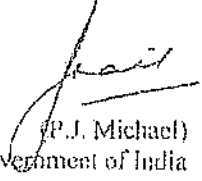
OFFICE MEMORANDUM

Subject: - Allowing vigilance functionaries on deputation to CPSEs the option to draw pay either in the scale of pay of the CPSE concerned or pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any - Cabinet decision-reg.

The undersigned is directed to refer to Department of Personnel & Training O.M. No. 372/21/2009-A VD-II dated 12.10.2010 on the above mentioned subject and to state that para '3' of aforesaid DoPT's O.M. dated 12.10.2010 has modified (with the approval of Cabinet) the DPE O.M. dated 26.11.2008 (Annex IV, point No. iv refers) to the extent indicated therein (DoPT O.M dated 12.10.2010).

2. In this regard a reference is invited to DPE O.M. dated 08.06.2009, which is based on the recommendations of the Anomalies Committee. In view of the position explained in para '1' above, O.M. dated 08.06.2009 is also modified to the effect as indicated in para '1' above.

3. It is clarified that in view of DPE O.M. dated 26.11.2008 read with DoPT O.M. dated 12.10.2010, effective date of above provisions in respect of CVOs and other officers on deputation to the vigilance Department of CPSEs would be 01.01.2007. However, provisions as contained in DPE O.Ms dated 26.11.2008 and 08.06.2009 will be relevant in respect of all Government Officers who come on deputation to CPSEs in posts other than CVOs and other officers on deputation to the Vigilance Department of CPSEs.


(P.J. Michael)

Under Secretary to the Government of India

All Administrative Ministries/Departments

1. Copy to :
Chief Executives of CPSEs.
2. Copy also to :
 - i) Financial Advisors of the Administrative Ministries/Departments.
 - ii) The Comptroller & Auditor General of India (Commercial Audit Wing), 9, Deen Dayal Upadhyaya Marg, New Delhi.
 - iii) Department of Expenditure, North Block, New Delhi.
 - iv) Department of Personnel & Training, North Block, New Delhi.
 - v) Chairman, PESB/Member(s), PESB/Secretary, PESB, CGO Complex, New Delhi.
 - vi) Director General SCOPE, SCOPE Complex, New Delhi.
3. Copy also to :
 - i) PS to Secretary (PE).
 - ii) PS to Secretary (BRPSE).
 - iii) Dir. (G), Dir.(RB), Dir.(P), Joint Advisor (RC) of DPE.
 - iv) NIC, DPE for uploading on to the DPE website.


(P.J. Michael)

Under Secretary to the Government of India

No. 11/20/2009-PG
Government of India
Ministry of Power

Shram Shakti Bhawan, Rafi Marg, New Delhi - 110001
Telefax No. 23730264

New Delhi, November 3, 2011

To,

The CMD,
Power Grid Corporation of India Limited
Saudamini
Gurgaon.

Kind Atten : Shri I.R.Kidwai, ED (HR)

Subject : Performance Related Pay (PRP) to employees on
deputation to PGCIL - clarification thereof.

Sir,

I am directed to refer to your letter No. C:HR:IE::08/10109 dated 14.11.2011 on the above subject and to enclose a copy of Note received from DPE under UO No. 2(51)11-DPE(WC) dated 22.9.2011 wherein it has been clarified that the PRP will be allowed only to the Chief Vigilance Officers and other Officers on deputation to the Vigilance Department in CPSEs.

This is for information and necessary action.

Yours faithfully,

Encl. as above

(K.V. Gopala Rao)
Under Secretary to the Government of India
Telefax : 23730264

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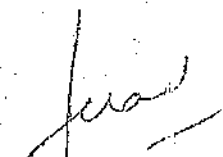
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DEPARTMENT OF PUBLIC ENTERPRISES
(Wage Cell)

Reference Ministry of Power I.D.No.11/20/2009-PG dated 05.05.2011 on pre-page

2. DPE vide O.M. dated 26.11.2008 has, inter alia, provided 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 and those who come on permanent absorption basis will get the CPSE's scale, perks & benefits. Based on the recommendation of Anomalies Committee, DPE vide O.M. dated 08.06.2009 has clarified that 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-unionized supervisors of CPSEs) will continue to avail of the option already available and exercised by them till the end of their deputation tenure. Any extension, of the period of deputation granted after 26.11.2008 will not qualify for this dispensation.
3. Subsequently, DoPT with the approval of Cabinet has issued O.M. dated 12.10.2010 which, inter alia, stipulate that (i) CVOs and other officers on deputation to the Vigilance Departments of CPSEs may be allowed the option of electing to draw either the pay of the post in the scale of pay of the CPSE concerned or pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any. (ii) The CVOs and other officers on deputation to the Vigilance Departments in CPSEs may also be allowed all the perks, benefits & perquisites applicable to equivalent level of officers in concerned CPSEs. DPE vide O.M. dated 03.12.2010 has extended the benefit of DoPT O.M. dated 12.10.2010 to all CPSEs. It has however, clarified that provisions as contained in DPE O.Ms. dated 26.11.2008 & 08.06.2009 will be relevant in respect of all Government Officers who come on deputation to CPSEs on posts other than those in the Vigilance Department of CPSEs.
4. In view of above, Ministry of Power may be informed that the PRP will be allowed only to CVO's and other officers on deputation to the Vigilance Department in CPSEs, in terms of DoPT O.M. dated 12.10.2010 read with DPE O.M. dated 03.12.2010. Other Central/State Government employees who were/are on deputation to PGCIL will be regulated as per the provisions contained in DPE O.Ms dated 26.11.2008 and 08.06.2009.


(P.J. Michael)
Under Secretary

Ministry of Power
(Shri K.V. Gopala Rao, Under Secretary)
Shastri Bhawan
New Delhi - 110 001

DPE U.O.No.2(51)11-DPE(WC) dated 22.09.2011

27/9/2011
5h-17

No. 3(v)/99/5
Central Vigilance Commission

Satarkta Bhavan, Block "A"
GPO Complex, I.N.A.,
New Delhi-110 023
Dated the 29th July,1999.

Subject:- Uniformity in designation of Heads of Vigilance in Public Sector Enterprises(PSEs).

Uniformity in the work culture is one of the factors, which affects the overall functioning of any organisation. The nomenclature of the Heads of Vigilance in PSEs is one of the areas which lacks uniformity at present. Officers who are of same and equivalent rank are designated as Director (Vigilance) in some PSEs and as Executive Director (Vigilance) in others. This anomaly has caused a lot of heartburning and misunderstanding between the CVOs and in the PSEs itself.

2. In order to promote uniformity in the work culture, in exercise of powers conferred on CVC vide para 3(v) of the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training Resolution No.371/20/99-AVD.III dated 4th April 1999, the Commission has decided that with immediate effect that all Heads of Vigilance Divisions in the PSEs will be designated only as "Chief Vigilance Officer" irrespective of their status in the parent organisation. However, those Chief Vigilance Officers who are of the level of Joint Secretary to the Government of India and above would be given a status, facilities and perquisites equivalent to that of a functional director in that PSE as has been provided in the DPE's O.M.No. 16(48)87-GM dated 2/8/96. The Chief Vigilance Officers, who are below the level of Joint Secretary to the Govt. of India will get status, facilities and perquisites as that of Executive Director in the concerned PSEs.

3. All the Administrative Ministries/Department concerned with the PSEs may take necessary action to implement the above decisions of the Commission and also advise all the PSEs under their administrative control accordingly.

4.

This order is also available on web site of the CVC at <http://cvc.nic.in>



(N. VITTAL) 29.7.99

CENTRAL VIGILANCE COMMISSIONER

1. The Secretaries of All the Administrative Ministries/Departments
2. The Secretary, Department of Public Enterprises, Enterprises Bhavan, CGO Complex, Lodhi Road, New Delhi
3. All Chief Executive of Central PSEs
4. All CVOs of Central PSEs
5. Shri D.C. Gupta, Additional Secretary (S&V), Department of Personnel and Training, North Block, New Delhi
6. The Establishment Officer, Department of Personnel and Training, North Block, New Delhi. He is requested that in all future appointments, the designation in the appointment orders may be made only as CVO and not as Executive Director (Vigilance) etc. while getting the approval of ACC.