



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, 'सौदामिनी', प्लॉट नं.2, सैक्टर-29, गुडगांव, हरियाणा-122007
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122007



CP/RTI/2016/595

Date: 16th February, 2017

Mr Shripal Yadav,
H.No. 83/1H/B-2
(Opposite KC Convent School),
Sainik Colony, Umarpur Neewan Road,
Allahabad – 211 011

Sub: Information under Right to Information Act, 2005.

Dear Sir,

This has reference to your online RTI request dated 29th January, 2017 seeking information under RTI Act, 2005.

The information sought is attached as **Annexure-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 Anil Jain
Executive Director (CP) & Appellate Authority
Corporate Centre, Power Grid Corporation of India Limited
"Saudamini", Plot No. 2, Sector-29, Gurgaon – 122007, Haryana.
Email ID: aniljain@powergridindia.com
Phone No. 0124-2571960

Thanking you,

भवदीय,

(अजय होलानी) 16/2

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

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

Reply to RTI Queries by Sh.Shripal Yadav

| | |
|--------------|---|
| Query | Kindly provide circular/instructions/office order copy through which your organisation giving pay protection to direct recruited candidates (processed through written test and Interview) from open market who have applied through proper channel or taken NOC from parent department (PSU/Govt.) |
| Reply | Copy of POWERGRID pay fixation rules is attached (Annexure "A") |
| Query | Please provide pay fixation rules |
| Reply | As attached above |
| Query | Please provide process of releasing arrears (i.e date of arrears admissible) after pay protection to direct recruited candidates i.e. from joining date of candidates or from the date of order issue by competent authority. |
| Reply | Arrears are released as and when due. |





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**
- 3.1 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-avis 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 organization 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".

- 4.2 The pay of an employee on deputation to the Company from an organisation other than Central Government will be governed by the terms and conditions of his deputation as mutually agreed upon between the Company and the lending organisation. For this purpose, standard terms of deputation will be worked out in consultation with Corporate Finance and approval of Chairman and Managing Director obtained. Cases requiring departure from such standard terms will be dealt with on their merits in consultation with corporate Finance with the approval of Chairman and Managing Director.

5.0 **Fixation of Pay of Deputationists on Absorption**

5.1 Subject to the provision in Rule 5.1.1 below, the pay of an employee who has opted for his parent office pay scale, while on deputation shall at the time of his absorption, be fixed as per the following formula :

- | | | |
|------|--|---------------|
| i) | Basic pay in parent office pay scale as on the date of absorption | (Rs.) |
| ii) | Add Dearness pay, if any as on the date of absorption | (Rs.) |
| iii) | Add increase in emoluments so as to allow a net benefit in basic pay and D.A. of up to 20% of Basic Pay, not exceeding Rs. 250/- (Rs.) (subject to guidelines issued from time to time). | |
| | | <hr/> X <hr/> |

The basic pay will be fixed at X if it coincides with a stage in POWERGRID scale of pay and at next higher stage, if it does not so coincide.

Provided, however, that where an employee (deputationist) is promoted in his parent department/superseded for promotion in his parent office merely because of his being on foreign service, the parent office basic pay, as mentioned at (i) above, to be reckoned for the above purpose will be presumptive pay to which he would have been entitled in his parent office on the effective date of absorption had he not been on foreign service to the Company.

- 5.1.1 The guidelines relating to increase in emoluments to be allowed, as mentioned at (iii) above, will be determined with the approval of the appointing authority or the authority authorised by him in this behalf from time to time, taking into account the nature of post/cadre, availability of personnel from open market, the pay, allowances and other payments admissible to him in his parent organisation as well as in POWERGRID, etc.



5.1.2 In case the dearness allowance actually drawn by the employee is more than that admissible to him in the Company as on the effective date of absorption, the difference in basic pay plus dearness allowance (which would have been drawn by him in his parent department as on the date of absorption) and POWERGRID basic pay plus dearness allowance (to be arrived at in the manner as mentioned in rule 3.1.1) to be treated as "Personal Adjustment" will also be payable to him in addition to n POWERGRID dearness allowance. The Personal Adjustment so allowed will be treated in the same manner as mentioned in rule 3.1.1.

5.2 In case of an employee who had opted for the Company's pay scale, while on deputation, shall, at the time of his absorption, in the same scale of pay in which he was working before his absorption, the amount of Personal Adjustment, if any, allowed shall be added to his basic pay and if the amount so arrived at coincides with an exact stage in the pay scale held by him immediately prior to absorption, the pay will be fixed at that stage and in case it does not so coincide, the pay will be fixed at next higher stage of pay scale.

In case he is being absorbed in a scale higher than that in which he was working just before his absorption, his pay on absorption in the higher scale will be fixed according to the principle as followed in fixation of pay on promotion. Similarly, while fixing the pay of a deputationist who had opted for parent office pay scale while on deputation, at the time of absorption, the dearness allowance (including ADA) and interim relief shall be taken into account in the same manner as basic pay and dearness pay, if any, etc. are taken into account.

Provided, however, that where the pay of an employee (deputationist) had been restricted while on deputation owing to operation of certain rules of his parent department, the pay drawn for the above purpose would be the presumptive pay which he would have drawn but for such restriction.

6.0 **Fixation of Pay of Lien Holders on Absorption**

The pay of an employee who retains lien on the services of the parent department shall, at the time of his absorption, be fixed at the same stage of pay which he would have drawn in terms of his offer of appointment had he not retained such lien.

7.0 **Fixation of Pay on Promotion**

7.1 When an employee is promoted to the next higher post/scale of pay, his basic pay in the grade to which he is promoted shall be fixed at a stage next above the pay notionally arrived at by increasing his pay in the lower scale of pay by one increment. Provided, however, that if at any point of time during first year of promotion the pay benefit arising out of promotion becomes less than one increment due to entitlement of increment in the



pre-promotion scale of pay had he continued in the same scale, the pay will be stepped up by one increment with effect from the date on which the employee was due for his increment in the pre-promotion scale of pay.

7.1.1 If the date of annual increment in the pre-promotion scale of an employee happens to coincide with his date of promotion, his pay in the pre-promotion pay scale, to be reckoned for the purpose of pay fixation referred to in rule 7.1 above, will be the pay which would have been his pay after drawal of increment, provided the increment was otherwise due to him under the Rules.

7.1.2 If an employee is drawing pay at the maximum or higher than the maximum of the pre-promotion scale, his pay will also be fixed in the manner indicated above by adding one notional increment at the rate of last increment in the pre-promotion scale.

7.2 **Provision Regarding Departmental Trainees**

7.2.1 A departmental trainee i.e. serving employee of the company subsequently selected as Trainee/Apprentice under the Company's own Training Scheme will be allowed the same stipend as admissible to other trainees of his category.

Provided, however, that where the stipend is less than the sum total of his pay and dearness allowance which he would have drawn but for his training/apprenticeship, the same will be protected.

7.2.2 The pay of a departmental trainee, on successful completion of his training, will be fixed at the minimum of the pay scale of the post in which he is regularised.

Provided, however, that where the basic pay which he would have drawn but for his training/apprenticeship, in the lower post scale is more than the minimum of the pay scale, the pay will be fixed at the corresponding stage, if it coincides with a stage in the higher pay scale and at the next higher stage, if it does not so coincides. Also, if the pay so fixed becomes, during the first year of his appointment after training/apprenticeship, lower than the pay which he would have drawn but for his such appointment, the pay will be stepped up by one increment with effect from the date on which the employee was due for his increment in the previous scale of pay.

7.3 **Treatment of Personal Pay, Special Pay, Special Allowance etc. on Promotion**

7.3.1 Subject to the provision contained in Rule 7.3.2, special pay/special allowance granted in lieu of a higher scale, stagnation increment(s) and personal pay shall be reckoned as basic pay for the purpose of fixation of pay on promotion to a higher scale.



- 7.3.2 The following types of personal pay, special pay and special allowance shall not be taken into account for the purpose of pay fixation on promotion :
- i) personal pay, special pay and special allowance granted for arduous nature of duties or for services in a particular locality;
 - ii) special pay/special allowance for shouldering additional duties/responsibilities;
 - iii) deputation duty allowance or special pay/allowance drawn in lieu thereof by an employee while on deputation from POWERGRID to any other organisation;
and
 - iv) non-practicing pay or allowance.

7.3.3 However, if additional duties/responsibilities are continued to be shouldered even after promotion, the special pay/allowance granted for such duties/responsibilities may continue to be payable unless otherwise decided by the appointing authority.

8.0 **Fixation of Pay on Reduction to Lower Post/ Scale of Pay**

In case of reduction to a lower post/scale of pay as a measure of penalty, transfer to a lower post/scale of pay on written request of the employee, re-employment in a lower post/scale of pay as a measure of rehabilitation on account of being declared medically unfit for holding/discharging the duties of the previous post or otherwise, the pay of an employee will be fixed in the lower scale of pay in such a manner that the pay drawn in the previous post is protected subject to the condition that it would not exceed the maximum of the pay scale of the lower post. If there is no appropriate stage in the lower scale of pay, the pay will be fixed at next lower stage and the difference will be paid as personal pay, not to be absorbed in future increments. In case there is a drop in dearness allowance, the same will be protected by granting Personal Adjustment which will be absorbed in future increases of dearness allowance.

The Personal Adjustment so allowed will be treated in the same manner as mentioned in Rule 3.1.1.

9.0 **Drawal of Increment**

9.1 The following will count for increment :

- i) service rendered in a post in equivalent or higher grade;
- ii) all kinds of leave other than Extra Ordinary Leave save and except to the extent indicated below :



EOL on account of illness or for pursuing of higher scientific and technical/professional studies duly supported by a medical certificate from an authorized medical officer of the Company in case of illness and by a certificate from the Head of Region that the higher scientific and technical/professional studies are in the interest of the Company's work in case of leave for pursuing of such higher studies;

- iii) joining time in continuation of duty;
- iv) joining time in continuation of leave if the last day of the leave immediately before the commencement of joining time counts for increment in the post; and
- v) foreign service.

9.2 The following shall not count for increment:

- i) EOL on account of illness or for pursuing of higher scientific and technical/ professional studies not supported by appropriate certificate as mentioned at 9.1(ii) above;
- ii) Period of suspension unless ordered otherwise by the disciplinary/appellate/ reviewing authority;
- iii) Period of over-stayal of sanctioned leave unless regularised by grant of leave;
and
- iv) Period of over-stayal of joining time unless regularised by grant of leave.

9.3 The first increment in a scale of pay shall be drawn from the first date of the quarter (referred to as 'Standard Dates' hereinafter) falling in the next calendar year as detailed below :

| Sl. No. | Employee appointed or promoted between | Standard Dates |
|---------|--|----------------|
| i) | 1st January & 31st March | 1st January |
| ii) | 1st April & 30th June | 1st July |
| iii) | 1st July & 30th September | 1st July |
| iv) | 1st October & 31st December | 1st October |

Provided that where the appointment/promotion is subject to probation for a specified period, the increment shall be granted only after satisfactory completion of probation, but from the dates as applicable and as indicated above.

Provided further that, where completion of probation period is held up due to want of satisfactory report about character and antecedents and/or



medical examination reports, an employee may be granted annual increment at the discretion of the management if the delay in getting medical/character and antecedents reports is not directly attributable to the employee concerned.

- 9.3.1 In case of extension of the period of probation, no increment shall be granted till probation is satisfactorily completed. In such cases the employee concerned shall be granted his first increment from the first date of the quarter in which he satisfactorily completes his probation; and thereafter, he shall draw his second and subsequent increment on completion of one year's service from drawal of the last increment on the standard date.
- 9.3.2 In respect of a departmental trainee who is allowed protection of basic pay and dearness allowance in terms of rule 7.2.1, annual increment(s) occurring during the period of training will be regulated in a manner as if he continues to hold his previous post.
- 9.3.3 EOL taken on account of reasons other than illness or prosecution of higher scientific and technical/professional studies will also count for increment provided it is for less than 3 (three) months. In cases, however, where the extra-ordinary leave under this category is 3 (three) months or more but less than 6 (six) months during incremental year to which the increment pertains, the date of increment will be shifted from 1st January to 1st April, 1st April to 1st July, 1st July to 1st October and 1st October to 1st January, as the case may be. The same principal will be followed for the period of EOL in excess of six months, nine months or one year and so on.
- 9.3.4 In case of stoppage/withholding of increment as a measure of penalty, for a specified period, no increment will accrue during such period, on the expiry of the specified period, the employee will draw the pay which would have been drawn by him had no such penalty been imposed unless the punishment order states that the penalty will have a cumulative effect. If the punishment order states that it will have a cumulative effect, then on the expiry of the period of penalty, the employee shall not be allowed the increment which he would have drawn but for the penalty. In other words, he will be allowed the increment at the rate next to the pay drawn by him, after the expiry of the period of penalty.
- 9.3.5 In case of reduction to a lower stage in a time scale as a measure of penalty, the next increment of an employee in the scale of pay will be drawn on his usual increment date in the time scale. In other words, the pay of the employee will be raised by one increment from the stage to which his pay had been reduced due to imposition of penalty on his usual increment date in the time scale.
- 9.3.6 In case of reduction to a lower post/scale of pay for an unspecified period as a measure of penalty, the increment of an employee in the lower



post/scale of pay shall be drawn on the date on which his increment would have fallen due had no such penalty been imposed on him.

- 9.3.7 In case of reduction to a lower post/scale of pay for a specified period as a measure of penalty, the increment of an employee in the lower post/scale of pay shall be drawn on the date on which his increment would have fallen due had no such penalty been imposed on him. On restoration to the original post/scale of pay, the pay of the employee shall be fixed at the same stage to which he would have been entitled to but for imposition of the penalty unless otherwise stated by the disciplinary authority. In the latter event, the pay of the employee shall, on restoration, be fixed treating the period of reduction as not counting for increment subject to the condition that his pay will be fixed in such a manner that the pay drawn in the lower post/scale of pay is protected. If there is no appropriate stage in the scale of pay to which he is restored, the pay will be fixed at next higher stage. The first increment subsequent to such restoration in either case will be governed by the usual rules of preponement.
- 9.3.8 If an order of penalty of stoppage/withholding of increment or reduction to a lower stage in a time scale or reduction to a lower post/scale of pay is modified by the competent/appellate/reviewing authority on appeal or review, the period from the effective date of imposition of such penalty by the disciplinary authority to the date on which the order of penalty is modified, will count for the purpose of increment in the post/scale of pay which he was holding immediately before imposition of the penalty or in other post which he would have held but for the order of penalty, to the extent the modified order permits of such counting.
- 9.3.9 If an order of penalty of stoppage/withholding of increments or reduction to a lower stage in a time scale or reduction to a lower post/scale of pay is set aside by the competent/appellate/reviewing authority on appeal or review, service rendered by an employee at the stage the increment was stopped/withheld or in the lower stage in the time scale or in the lower post/scale of pay from the effective date of imposition of such penalty to the date on which the order of penalty is set aside will count for increment in the post/scale of pay which he was holding immediately prior to imposition of the penalty, provided that he would have continued to hold that post/scale of pay but for the order of penalty.
- 9.4 Notwithstanding anything contained herein before, the first increment in case of lienholders/deputationists, in whose case the pay fixation on absorption is done on the basis of pay drawn in parent office pay scale immediately before the date of absorption in company's pay scale subsequent to the date of absorption, shall be drawn on completion of one full year from the date of increment in the parent office pay scale immediately prior to their effective date of absorption. Subsequent increments shall be drawn from the relevant standard dates falling in the next calendar year.



9.5 The second and subsequent increments in a scale of pay shall be drawn on completion of one year's service from drawal of last increment from either of the four standard dates as mentioned earlier.

9.6 Annual increments wherever applicable will be drawn as a matter of course by the concerned Finance and Accounts Department unless it is withheld by specific order in writing of the competent authority. In the case of probationers, the first increment shall be granted only on a specific order/communication from the concerned HR Department in accordance with rule 9.3.

10.0 **Removal of Anomalies in Pay Fixation**

10.1 If an employee promoted to post draws a lower rate of pay in that post in relation to another employee junior to him in the lower grade and promoted subsequently to the same higher post, the pay of employee in the higher post will be stepped up to a figure equal to the pay fixed for the junior employee and that higher post. This will be done with effect from the date of promotion of junior employee and shall be subject to the following conditions:

- i) The anomaly has arisen directly as a result of the application of normal pay fixation rules.
- ii) The scales of pay of the corresponding lower and the higher posts of both the senior and junior employees are identical.
- iii) Both the junior and the senior employees should belong to the same cadre and line of promotion and the posts in which they have been promoted are identical and in the same line of promotion.
- iv) The employee whose pay is to be stepped up is senior both in the higher as well as the lower post/scale of pay, and
- v) The benefit of stepping up can be allowed to the senior employee only if he was not drawing or would not have drawn less pay in the lower post than his junior. For this purpose, comparison of pay has to be made first in the lower post when an anomaly arises in the higher post. A notional figure for the senior employee is to be arrived at in the lower post and then compared with his junior in the lower grade just before the promotion.

Provided that provisions contained in these Rules shall not be invoked if in the lower post the junior employee drew a higher rate of pay than his senior.

10.2 If an employee promoted to a post draws a lower rate of pay in that post in relation to the pay he would have drawn in the lower post but for his promotion, his pay will be stepped up by one increment in the higher



post/scale of pay. This will be done with effect from due date of his increment in the lower post/scale of pay.

- 10.3 In cases where the pay is stepped up under the above Rules or under the provisions contained elsewhere under these Rules, the next annual increment subsequent to the date on which pay is so stepped up shall be drawn only from the relevant standard date falling in the next calendar year and not from the original due date of increment.
- 10.4 In respect of an employee going into certain apprenticeship or training by a positive selection with a view to being considered for a higher post or otherwise, his notional progress in the original post and scale to be proforma protected vis-a-vis his juniors who have not been so selected. This is to be done till the period the senior so selected is appointed in a different post pursuant to such apprenticeship or training. In case of his reversion to the original post, he shall be restored to his original position.
- 11.1 Fixation of pay except on promotion shall be the responsibility of the concerned HR Department. However, in cases of pay fixation on absorption of a deputationist/lienholder and appointment of re-employed pensioners, the concerned HR Department will fix the pay in consultation with the concerned Finance Department. Fixation of pay on promotion shall be done by the concerned Finance Department. In case of doubt, the matter will be dealt with in consultation with Corporate HR and Corporate Finance.
- 11.2 The Chairman and Managing Director may relax any of these Rules to mitigate the hardship caused to any employee in exceptional cases.
- 11.3 The Power to administer these Rules shall vest in the Chairman and Managing Director. In case of any doubt in regard to interpretation of any provision of these Rules and also in respect of cases not covered by these Rules, the matter will be referred to the Chairman and Managing Director whose decision shall be final and binding.

Note :

Other issues related to Pay fixation linked with revision of Pay will be as per the specified clauses mentioned in the Pay revision Circulars and subsequent guidelines.



ANNEXURE-I

**MANNER OF FIXATION OF PAY OF RE-EMPLOYED PENSIONER
OF THE CENTRAL GOVERNMENT ON HIS INITIAL RE-EMPLOYMENT
(Under Sub-rule 3.1.4)**

| | | |
|----|---|---------------|
| 1. | *Pay offered in POWERGRID scale of pay | A |
| 2. | Less amount of pension minus ignorable pension | B |
| 3. | Less pension equivalent of gratuity or CPF in lieu of pension or gratuity | C |
| | | <hr/> |
| | | X = A - B - C |
| | | <hr/> |

Formula for calculating Pension Equivalents of Gratuity (PEG)

$$\text{PEG} = \frac{\text{Death-cum-retirement gratuity/CPF as at 3}}{\text{Commutation factor corresponding to age on next birthday} \times 12}$$

- A. Actual pay to be allowed is X in the scale offered
- B. Graded relief allowed by the Central Government from time to time is to be adjusted against the dearness allowance payable in the Company.
- * To be restricted at the minimum of the pay scale, except in situations specified in G.O.I. decision No-1 below F.R. 22 and subsequent decisions/clarifications.

NOTE :

The working formulae as above will serve only as guide. The detailed Central Government Rules as contained in Fundamental Rules may however be referred to for further guidance.

**FIXATION OF PAY OF DEPUTATIONISTS FROM CENTRAL GOVERNMENT**

1. A Government employee on deputation to POWERGRID will have the option of either getting his pay fixed in the Company pay scale attached to the deputation post under section 2 below, or to draw pay in his parent department pay scale plus deputation (duty) allowance in accordance with Section 3 below. Option once exercised will be treated as final, except in the following cases when a fresh option will be allowed:
 - i) On proforma promotion in parent department under next below rule.
 - ii) On reversion to lower grade in parent department.
 - iii) On appointment to another grade in the company with the consent of parent department.
 - iv) On revision of scale of deputation post or of the post held in parent department with retrospective effect or from a prospective date.

2. For those opting for POWERGRID scale of pay, subject to the provisions contained in section 4 below, in respect of all appointments to posts carrying the pay scales, the starting of which does not exceed Rs. 1500*, the initial pay shall be fixed at a stage next above the pay notionally arrived at by increasing his basic pay in the parent office scale of pay by one increment. In other cases, the pay shall be fixed at a stage the next above the basic pay drawn in the parent office scale of pay.

* Revision to be notified.

3. For those opting for parent office scale of pay

Subject to the provisions contained in section 4 below, employee will be entitled to deputation (duty) allowance, in addition to his basic pay, at the following rates:-

 - i) 5% of his basic pay subject to a maximum of Rs. 250/- per month when the deputation is within the same station (to be determined with reference to the station where he was on duty before proceeding on deputation/foreign service).
 - ii) 10% of his basic pay subject to a maximum of Rs. 500/- per month in all other cases, provided that the basic pay, deputation (duty) allowance shall at no time exceed Rs. 7,300/- p.m. Provided further that the basic pay of the employee in his parent department from time to time plus the deputation (duty) allowance does not exceed the maximum of the scale of the post held on deputation or where the post on deputation has a fixed pay, that fixed pay.



4. In order that no employee receives an abnormal pay increase by virtue of being posted on deputation, the authority ordering the deputation will ensure that the minimum pay in the pay scale of the post to which such deputationist made is not substantially in excess of his basic pay plus deputation (duty) allowance at prescribed rates. Where such minimum substantially exceeds the emoluments admissible under the alternative of drawing deputation (duty) allowance at prescribed rates, the appointing authority shall restrict the pay of deputationists to a suitable figure below the minimum pay of the post. For purposes of uniformity, the pay allowed should not exceed the basic pay of the deputationists by more than the amounts shown below.
- a) for employees in receipt of basic pay above Rs. 2200/-
-12 1/2% of basic pay or Rs. 330/- whichever is more.
 - b) for employees in receipt of basic pay above Rs. 1000/- & up to Rs. 2200/-
- 15% of basic pay or Rs. 200/- whichever is more.
 - c) for employees in receipt of basic pay of and below Rs. 1000/-
- 20% of basic pay.
5. For the above purpose, the "basic pay" shall mean the pay drawn in the scale of pay of the substantive appointment held or the pay in the scale of pay of the officiating appointment in an employee's cadre provided that the officiating appointment so held was not in a tenure post and it is certified by the appointing authority that but for the deputation the employee would have continued to hold the officiating appointment indefinitely.

Provided that the "special pay" drawn in a particular appointment shall be deemed as part of 'Basic pay' only in the following circumstances:

- a) The appointment to which the special pay is attached is not tenure appointment;
- and
- b) i) The special pay has been shown in the schedule to the Central civil services (Revised pay) Rules, 1960 or CCS (RP) Rules, 1973 as the pay drawn in the pre-revised scales of pay; or
- ii) The special pay has been specifically sanctioned for the post, in addition to a scale of pay, in lieu of a separate scale of pay, for the post.

NOTE :

The provisions contained in Annexure-II are the summary of Central Government Rules regarding fixation of pay of deputationists during the period of deputation. These may be considered only as a guide. Detailed rules and regulations on the subject, are contained in Appendix 31 of Civil Service Regulations Vol.-II (Chaudri's Compilation) as amended from time to time which may be referred to for further guidance.