



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



PGCIL/R/2018/50629

Dated : 29 November, 2018

Sh. Laxmikant Vijayvargiya,  
Flat No. 104, Block D, Landmark Residency, Madinaguda  
Hyderabad- 500049  
Telangana

Sub: Information under Right to Information Act, 2005.

Sir/Madam,

This has reference to your RTI request received on 1 October, 2018 for providing information under RTI Act, 2005.

The desired information is attached at 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 Sanjeev Singh,  
Executive Director (CMG) & Appellate Authority  
Corporate Centre, Power Grid Corporation of India Limited  
"Saudamini", Plot No. 2, Sector-29, Gurgaon – 122007, Haryana.  
Email ID: sanjeev@powergridindia.com  
Phone No. 0124-2571962

Thanking you,

भवदीय,  
29/11/18  
f (अजय होलानी)

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

Email ID: [cpio.cc@powergrid.co.in](mailto:cpio.cc@powergrid.co.in)

POWER GRID CORPORATION OF INDIA LTD  
CORPORATE HR DEPTT

Ref : C:HR:Pol:Con:99

Dated : 31.1.

CORPORATE HR CIRCULAR NO. 109//99

Sub : Transport Allowance to Blind and Orthopaedically Handicapped employees - Amendment thereof

- 1.0 It has been decided to revise the amount of Transport Allowance being paid to Blind and Orthopaedically handicapped employees. Accordingly, Clause 5.0 of the existing Scheme for Payment of Transport Allowance to Blind and Orthopaedically handicapped employees has been amended as under :

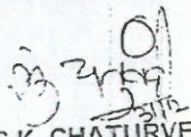
EXISTING PROVISION	REVISED PROVISION
The Transport Allowance will be admissible at the rate of 5% of basic pay subject to maximum of Rs. 100/-	The Transport Allowance will be admissible at twice the rate of existing Transport subsidy as applicable to the employee under the scheme of Transport subsidy

2.0 Illustration

Grade	Existing Transport Subsidy Amount (Rs./Month)	Transport Allowance (w.e.f. 01.01.2000) Amount (Rs./Month)
Executives	255	510
Supervisors	205	410
Workmen	165	330

- 3.0 This comes into effect from 01.01.2000. All other terms and conditions of the Scheme for Payment of Transport Allowance to Blind and Orthopaedically handicapped employees shall remain unchanged.

This issues with the approval of Competent Authority

  
(S.K. CHATURVEDI)  
ADDL.GENERAL MANAGER(HR)

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NRLDC/WRLDC/SRLDC/ERLDC/NERLDC/CC- KS/HC  
ES/PS to CMD/Dir(Proj)/Dir(Fin)/Dir(Oprn./Pers)/CVO



Ref:C:HR:IR&W:PayRev:09

Date: 23rd October, 2009

**Corporate HR Circular No. 256/2009**

**Sub: Revision of Perquisites and Allowances for employee in the Executive category**

The Management is pleased to revise other Perquisites and Allowances as per details given below for employees drawing pay in the executive pay scales; executives on deputation to other organizations in the regular pay scales of POWERGRID and such employees, who have been separated from the company on or after 01/01/2007 on account of superannuation or death and were drawing pay in the executive pay scale:

**1.0 Other Perquisites and Allowances**

- 1.1 'Cafeteria approach' shall be adopted for other perquisites & allowances allowing executives to choose from a given set of cafeteria of perquisites and allowances subject to the condition that the sum total of these perquisites and allowances shall not exceed 50% of revised basic pay.
- 1.2 In accordance with DPE guidelines, the recurring expenditure on maintaining and running infrastructure facilities such as schools, hospitals, club etc. shall be accounted within the ceiling of 50% of revised basic pay.
- 1.3 Accordingly, the following Perquisite and Allowances shall form part of the "Cafeteria Approach" limited to 49% of revised basic pay with effect from 26.11.2008:

Sl.No	Perquisite & Allowances	% of revised basic pay
01	Canteen Allowance /Meal Vouchers	5% - 7%
02	Children Education Expenses	5%-10%-15%
03	LTC	15%
04	Washing Allowance	5%
05	Newspaper / Professional Literature /Professional Body Reimbursement	5%
06	Reimbursement of Expenditure in vehicle repair & maintenance	5%
07	Transport Allowance	2% - 5%
08	Festival Celebration Allowance	10%
09	Domestic Assistance Allowance	10%
10	Electricity Allowance	10%
11	Driver Allowance	10%
12	Household Utility Upkeep Allowance	10%
13	Community Work Allowance	5%
14	Green Measures Allowance	5%
15	Vacation Plan Allowance	15%
16	Personal Security Allowance	5%
17	Consultancy Allowance	5%

- f) Transport Subsidy.
  - g) Consultancy Allowance.
  - h) Scheme for Reimbursement of Expenditure towards repair and Maintenance of Vehicles.
- 1.9 Executives have been allowed 03 months time to submit their options for choosing the various cafeteria items as per Clause 1.3 & 1.4. In case they fail to do so in the prescribed time limit of 03 months, the payment already made on account of perquisite and allowance under cafeteria for the period from 26.11.2008 to 31.03.2010 shall be recovered and no further payment on this count shall be made.
- 1.10 In case of executives placed under Suspension, only Subsistence Allowance as applicable on the revised basic pay shall be payable. A suspended executive shall not be eligible to opt for perquisites under the "cafeteria". Executives on long Study leave, EOL on any grounds shall not be eligible to opt for perquisites and allowances under the "Cafeteria".
- 1.10.1 In respect of executives posted outside India, the perquisites and allowances under the "Cafeteria" shall be notified separately.
- 2.0 The detailed rules in respect of the items of "Cafeteria" shall be issued separately.
- 3.0 In case of separation of an executive on account of superannuation, death or repatriation to parent organization prior to date of issuance of this circular, no option for cafeteria shall be taken. Only the balance amount out of 49% of revised basic pay after adjusting / recovering any sum already paid on account of other perquisites and allowances shall be paid. Income tax exemption, if any, may be sought directly from Income Tax authorities.
- 4.0 Payments on account of perquisites and allowances shall be subject to Income Tax as per Income Tax Act. Vouchers / documentary evidence, if required, may be submitted for claiming exemption under IT Act.
- 5.0 This issues with the approval of Competent Authority.

  
(Samir Kumar)  
Manager (HR)

**Distribution:**

All EDs/GMs -CC  
Heads of all Regions/RLDCs  
Heads of HR/Finance of all Regions/RLDCs  
All Group Heads - CC  
Company Secretary  
ES/PS to CMD/Director (Finance)/(Personnel)/(Operations)/(Projects)/CVO  
Web site: <http://192.168.3.77>

Dated: 23<sup>rd</sup> Oct, 2010

Accordingly the following perks and allowances shall form part of the 'cafeteria approach' limited to 49% of revised basic pay with effect from 26.11.2008

SL No.	Perquisites & Allowances	% of Revised basic pay
01	Canteen Allowance / Meal Vouchers	5% - 7%
02	Children Education Expenses	5%-10%-15%
03	LTC	15%
04	Washing Allowance	5%
05	Newspaper / Professional literature reimbursement	5%
06	Internet Allowance	5%
07	Reimbursement of Expenditure on vehicle repair & maintenance	5%
08	Transport Allowance	2%-5%
09	Festival Celebration Allowance	10%
10	Household Utility upkeep allowance	10%
11	Community Work allowance	10%
12	Green measures allowance	5%
13	Vacation plan allowance	15%
14	Consultancy allowance	5%
15	Energy conservation allowance	10%
16	Electricity allowance	10%

15.2 Payments made on account of the following items for the period starting from 26.11.2008 shall be adjusted / recovered against amount payable in respect of afore-mentioned other perquisites and allowances:

- a) Cash Canteen Compensation and tea subsidy.
- b) Newspaper and Professional Literature Reimbursement.
- c) Tuition Fees and Admission Fees.
- d) Hostel Subsidy.
- e) Child Transport.
- f) Washing Allowance.
- g) Professional Body Membership and internet connection reimbursement.
- h) Transport Subsidy.
- i) Conveyance Maintenance.
- j) Consultancy Allowance

Accordingly the following existing rules shall be discontinued with effect from 26.11.2008 in respect of employees in Supervisory category.

- a) Children Education allowance
- b) Internet expenditure reimbursement
- c) Cash canteen compensation and tea subsidy
- d) Washing allowance
- e) Scheme for reimbursement of cost of newspaper / professional literature to employees
- f) Transport subsidy
- g) Consultancy allowance

Dated: 23<sup>rd</sup> Oct, 2010

16.2 Payments made on account of the following items for the period starting from 26.11.2008 shall be adjusted / recovered against amount payable in respect of afore-mentioned other perquisites and allowances:

- a) Cash Canteen Compensation and tea subsidy.
- b) Newspaper and Professional Literature Reimbursement.
- c) Tuition Fees and Admission Fees.
- d) Hostel Subsidy.
- e) Child Transport.
- f) Washing Allowance.
- g) Professional Body Membership and internet connection reimbursement.
- h) Transport Subsidy.
- i) Conveyance Maintenance.
- j) Consultancy Allowance.

Accordingly the following existing rules shall be discontinued with effect from 26.11.2008 in respect of employees in workmen category

- a) Children Education allowance
- b) Internet expenditure reimbursement
- c) Cash canteen compensation and tea subsidy
- d) Washing allowance
- e) Scheme for reimbursement of cost of newspaper / professional literature to employees
- f) Transport subsidy
- g) Consultancy allowance
- h) Scheme for reimbursement of expenditure towards repair and maintenance of vehicle

16.2.1 LTC shall be allowed to be availed as per existing rules for the block year 2008-09. However, for the period from 26.11.2008 to 31.12.2009, monthly monetary value of LTC as per entitlement of Workmen under "Encashment for a distance upto 1800 Kms" OR "monthly monetary value of LTC as per actuals", whichever is lower, shall be adjusted against payments under the "cafeteria"

16.2.2 With effect from 01.01.2010 for the block year 2010-2011 and onwards, LTC shall form part of the "cafeteria" for other perquisite and allowances. For claiming Income Tax benefit vouchers pertaining to the journey undertaken for the applicable block year may be submitted within the relevant financial year.

16.3 Workmen would be required to exercise their option under 'cafeteria approach' in the prescribed format only once at the beginning of every financial year and payment of perquisites / allowances shall be made as per the option exercised subject to the prescribed ceiling. In case of transfer, the Workman shall be allowed to change the option. However, for the period from 26.11.2008 to 31.03.2010, option shall be exercised