



सूचना
का अधिकार



पावरग्रिड

पावर ग्रिड कोर्पोरेशन ऑफ इंडिया लिमिटेड
Power Grid Corporation of India Limited
सूचना का अधिकार अभिनियम 2005 के अंतर्गत केन्द्रीय लोक सूचना अधिकारी
Central Public Information Officer under the RTI Act, 2005
केन्द्रीय कार्यालय, 'सौदामिनी', प्लॉट नं.2, सैक्टर-29, गुडगांव, हरियाणा-122007
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122007

CP/RTI/2018/376

Date: 25th Sept, 2018

Shri Mayank Joshi,
IDIEQ, Makers Space,
Pramod Niwas,
Bhotiya Parao,
Nainital Road,
Haldwani - 263139

Sub: Information under Right to Information Act, 2005.

Sir,

This has reference to your online RTI request dated 13th September, 2018 for providing information under RTI Act, 2005.

Available 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,

(अजय होलानी)

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

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

विषय : सूचना का अधिकार अधिनियम,2005 के तहत प्राप्त श्री मयंक जोशी के निवेदन संबंध में

उपरोक्त विषय के संबंध में कृपया के.लो.सु.अधिकारी द्वारा अग्रसित पत्र सं सू.का.अ.अ.05/आंतरिक-18/376 दिनांक 14.09.2018 की सूचना जो कि केन्द्रीय मानव संसाधन विभाग से संबन्धित है, निम्ननुसार है:

1. Copy of the detailed minutes of meetings and decisions taken for the induction of Field Compensatory Allowance by the department.

Information: Field Compensatory Allowance (FCA) was being paid in since inception in the corporation as per admissibility and entitlement of the employee for the same.

2. Copy of the detailed minutes of meetings and decisions for conversion of Field Compensatory Allowance to Location Allowance.

Information: Para 10(iii) of DPE OM dated 26.11.2008 introduced the payment of Special Allowance (Location Allowance) (**Annexure A**).

3. Copy of detailed minutes of meetings and decisions for recovery done if any by the department for the Field Compensatory Allowance or Location Allowance paid to the employees.

4. Copy of the detailed minutes of meetings and decisions for recovery of Field Compensatory Allowance or Location Allowance from the retiring employees.

Information: The payment of Location Allowance was regulated as per Corporate HR Circular No. 260/2009 dated 23.10.2009 and undertaking furnished by concerned employee in pursuance thereof (**Annexure B**).

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No.2 (70)/08-DPE (WC) - ~~GL-7V/08~~
 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, 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

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

Administrative Ministry/ Department, who will examine the same and dispose off 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

पावर ग्रिड कोर्पोरेशन आफ इंडिया लिमिटेड
केन्द्रीय मानव संसाधन विभाग



पावरग्रिड

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

Date: 23rd October, 2009

Corporate HR Circular No.260/2009

Sub: Locational Allowance and North East Allowance for employees in the Executive category.

The Management is pleased to introduce the following Locational Allowances and North-East Allowance for employees in Executive cadre including those Executives on deputation to other organizations in the regular pay scales of POWERGRID and those executives who have separated on account of superannuation or death from the company on or after 1.1.2007:

1.0 Locational Allowance :

As required under DPE guidelines, the matter regarding Locational Allowance is being referred to Government. Pending final decision, the admissibility shall be as under:

Field Compensatory Allowance (FCA): FCA, limited to 10% of revised basic pay, shall be paid to the executives posted at Projects / Stations. This payment is subject to recovery in case the necessary approval is not granted by Government. Accordingly, executives shall be required to submit an undertaking (as per Annexure) to that effect, agreeing for recovery. Payment of arrears on revised basic pay w.e.f. 26.11.2008 shall be payable once the approval from the Government is received. The payment from 01.10.2009 will be made at the rate of 10% of revised basic pay. In respect of those executives superannuating or those who resign after the issuance of this circular, any payment made on this account will be recovered. In case of receipt of approval from Government the same shall be released.

2.0 North East Allowance :

With effect from 26.11.2008, North East Allowance at the rate of 12.5% of revised basic pay shall be paid to executives posted at POWERGRID establishments located in North- Eastern Region, Sikkim and Ladakh.

DPE guideline do not provide for payment of Composite Hill Compensatory Allowance/ Special Compensatory Allowance (Remote Locality) and Hardship Duty Allowance being paid to hard stations notified by POWERGRID. To mitigate the hardship, a reference is proposed to be made to the Government of India for continuation of the existing policy on CHCA/SCA (RL) and Hardship Duty Allowance. Pending receipt of approval of Govt., this payment will be discontinued with effect from 01.10.2009.

(2)

- 3.0 All payments shall be subject to Income tax as per Income tax Act.
- 4.0 All other terms and conditions governing the payment of the above shall remain the same.

This issues with the approval of the 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>

UNDERTAKING

To

Finance (Establishment)
(Name of the establishment)
Power Grid Corporation of India Limited
(Place)

Department of Public Enterprises vide its OM No. 2(70)/08-DPE (WC) dated 26.11.2008 and its OM dated 2nd April 2009 on the subject revision of scale of pay w.e.f. 1.1. 2007 for board level, below board level and non-unionized Supervisors in CPSEs provide for Special Allowance @ 10% of basic pay for difficult and far flung areas with the approval of the concerned Ministry in consultation with DPE

To extend the above benefit to executives posted at POWERGRID establishments at sites where FCA is currently payable, the matter has been referred to the Ministry for approval. Pending approval of the same, payment of Field Compensatory Allowance @ 10% of revised Basic pay is being made w.e.f 01.10.2009 as per Corporate HR Circular No. _____ subject to recovery in case the necessary approval is not granted by Govt.

I do hereby undertake that in the event the payment of Field Compensatory Allowance @ 10% of Revised Basic pay is not approved by Govt., POWERGRID can recover the payment made on this account to the undersigned as of right.

Signature –

Name –

Designation –

Emp No. –

Place of posting –

Date:

Place:

