



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, सेक्टर-29, गुडगांव, हरियाणा-122007  
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122007



PGCIL/R/2019/50136  
Dated : 10 April, 2019

AKHILESH KUMAR,  
Patna,

Sub: Information under Right to Information Act, 2005.

Sir/Madam,

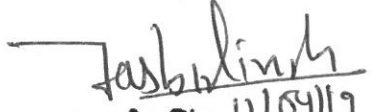
This has reference to your RTI request dated 15 March, 2019 for providing information under RTI Act, 2005.

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,  
  
(जसबीर सिंह) 11/04/19

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

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

1. Initial basic pay of supervisors is increased by approximately 1.57 times as compared to 2.4 times for executives. Supervisors are non-unionized and they did not sign any MoA like workmen union. Then what criteria were followed for pay revision of supervisors.

Reply: The Pay Fixation Methodology followed is detailed at para 3.0 of Corporate HR Circular No. 434/2019 dated 13.03.2019 (enclosed).

2. As per pay revision order only supervisors who were on roll's as on 31.12.2016 are eligible for fitment benefit of 15%. However basic pay of all supervisors who were on roll as on 25.02.2019 has been updated in ESS portal after calculating fitment. Please clear whether supervisors who completed their training after 01.01.2017 will get fitment or not.

Reply : The information purportedly sought by the applicant under RTI Act, 2005 does not qualify to be "Information" but is a question / query / clarification, answer to which is not supposed to be furnished.

3. If supervisors who completed their training after 01.01.2017 will get fitment benefit, please provide the order copy of the same.

Reply: Fitment Benefit will be applicable to eligible employees as per their pay revision circular (enclosed).

4. Is W8 grade is equal to S1. If yes, please provide the order copy.

Reply: These are two different cadres. W8 grade is in the Workmen Cadre and S1 grade is in the Supervisory Cadre.



पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड

(मानव संसाधन - औ.सं. एवं वे. विभाग)

सी.सी./मा.सं./औ.सं. एवं वे./2019

दिनांक: 13/03/2019

केन्द्रीय मानव संसाधन परिपत्र संख्या : 434 / 2019

विषय : Revision of Pay and Benefit Structure for Employees in the Supervisory Category

It has been decided to revise the scales of pay and allowances etc. for employees in the supervisory category in the regular pay scales of POWERGRID and those on secondment basis / deputation to other organizations in the regular pay scales of POWERGRID as per details given hereunder:-

**1.0 Pay Scale :**

The revised scales of pay effective from 01.01.2017 corresponding to the existing scales of pay for Supervisors are as given below:

Grade	Existing Pay Scale (2007) (INR)	Revised Pay Scale (2017) (INR)
S1	16000 – 35500	25000 – 117500
S2	17000 – 37000	26000 – 118000
S3	18500 – 40000	27000 – 118500
S4	20000 – 42500	28000 - 119000
SSG	20500 – 44500	29000 - 119500

**2.0 Fitment Benefit :**

A uniform full fitment benefit @ 15% shall be provided on the sum of Basic Pay (including admissible Stagnation Increments) as on 31.12.2016 and IDA @ 119.5 % as applicable on 01.01.2017, to all the supervisors who were on the rolls of POWERGRID as on 31.12.2016 and who continued to draw pay in the regular Supervisors pay scales as on 01.01.2017.

**3.0 Pay Fixation Methodology :**

Following fitment methodology shall be implemented to arrive at the revised Basic Pay as on 01.01.2017:-

A		B		C		D
Basic Pay + Stagnation increment(s) as on 31.12.2016 (Personal Pay / Special Pay not to be included)	+	Industrial Dearness Allowance (IDA) @119.5% as applicable on 1.1.2017 [under the IDA pattern computation methodology linked to All India Consumer Price Index (AICPI) 2001=100 series]	+	15 % of (A+B)	=	Revised BP as on 1.1.2017* (Aggregate amount rounded off to the next Rs. 10/-.)

\* In case of revised basic pay as on 01.01.2017 arrived so, is less than the minimum of the revised pay scale, basic pay will be fixed at the minimum of the revised pay scale.

**4.0 Increments:**

A uniform rate of 3% of Basic Pay will be applicable for both annual increment as well as promotion increment, rounded off to the next multiple of Rs. 10. In case of reaching the end point of pay scale, a supervisor will be allowed to draw stagnation increments, one after every two years up to a maximum of three such increments, provided the supervisor gets a performance rating of 'Good' or above.

**5.0 Pay Fixation on Promotion :**

Basic Pay shall be fixed in the promoted grade after allowing one notional increment at the rate of 3% of basic pay in the pre-promoted revised pay scale and rounding off the resultant to the next multiple of Rs. 10/-. If the sum so arrived at works out to be less than the minimum of the promoted grade, basic pay will be fixed at the minimum of the promoted grade.

**6.0 Dearness Allowance:**

100% DA neutralization will be adopted for all the supervisors. DA as on 01.01.2017 will become zero with link point of All India Consumer Price Index (AICPI) 2001 = 100, which is 277.33 (Average of AICPI for the months of September, October & November, 2016) as on 01.01.2017. The periodicity of adjustment will be once in three months as per the existing practice. The quarterly DA payable from 01.01.2017 will be as under:-

Effective Date	Rate of Dearness Allowance (%)
01.01.2017	0.0
01.04.2017	-1.1
01.07.2017	-0.2
01.10.2017	2.2
01.01.2018	3.4
01.04.2018	3.5
01.07.2018	3.8
01.10.2018	7.3
01.01.2019	8.8

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**7.0 House Rent Allowance (HRA) :**

7.1 Payment of HRA on revised basic pay shall be at the following rates w.e.f. 10.05.2018:-

CLASSIFICATION OF CITIES	RATE OF HRA
X-Class (Population of 50 Lakh and above)	24% of Basic Pay
Y-Class (Population of 5 Lakh to 50 Lakh)	16% of Basic Pay
Z-Class (Population below 5 Lakh )	8% of Basic Pay

The classifications of cities for payment of HRA will be regulated as per notification issued vide DoE, MoF OM No. 2/5/2017-E.II (B) dated 07.07.2017, or any changes incorporated by GoI from time to time.

7.2 Rate of HRA will be revised to 27%, 18% & 9% for X, Y and Z class cities respectively when IDA crosses 25% and further revised to 30%, 20% and 10% when IDA crosses 50%.

**8.0 House Rent Recovery (HRR):**

For township accommodation, the HRR shall be 7.5% of Basic Pay (for X-class cities)/ 5% of Basic Pay (for Y-class cities) / 2.5% of Basic Pay (for Z-class cities) or Standard HRR fixed by POWERGRID, whichever is lower w.e.f. 10.05.2018.

**9.0 Superannuation Benefits:**

Company shall continue to contribute up to 30% of Basic Pay plus DA towards Provident Fund, Gratuity, Post-Retirement Medical Benefits (PRMB) and Pension w.e.f. 01.01.2017.

9.1 The ceiling limit of gratuity will be enhanced from Rs. 10 lakhs to Rs. 20 lakhs w.e.f. 01.01.2017. The funding of the entire amount of gratuity would be met from within 30% of (Basic Pay + DA) towards superannuation benefits. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%. The payments shall be subject to Income Tax rules.

9.2 The existing requirement of superannuation and of minimum of 15 years of service has been dispensed with for pension w.e.f. 01.01.2017.

9.3 Consequent to the revision of pay scale w.e.f. 01.01.2017, employer's as well as employees' contribution to the contributory provident fund will be calculated on the basis of the revised basic pay and DA. However, employer's contribution to pension shall continue to be on pre-revised basic pay and DA, pending finalization of the rate of pension.

9.4 The existing Post-Retirement Medical Benefits will continue to be linked to the requirement of superannuation and minimum of 15 years of continuous service.

10.0 In case of supervisors under suspension, Subsistence Allowance shall be paid on the basis of revised basic pay and DA as applicable.

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**11.0 Location Based Compensatory Allowance (LBCA):**

Location Based Compensatory Allowance (LBCA) shall be regulated as per the terms and conditions outlined in para 10 of Corporate HR Circular No. 404/2018 dated 29.05.2018 applicable to executives.

**12.0 Perks and Allowances under cafeteria approach:**

**12.1** Perks and allowances under cafeteria approach subject to ceiling of 35% of basic pay will be adopted allowing supervisors to choose from a given set of cafeteria of perks and allowances. The elements of cafeteria will remain the same. The recurring cost incurred on running and maintenance of infrastructure facilities like hospitals, colleges, schools etc. would be outside the ceiling of 35% of basic pay. Perks and allowances under cafeteria approach shall be payable w.e.f. 01.01.2017. Any addition / deletion / amendment to set of allowances will be issued with the approval of CMD.

**12.2** As regards company owned accommodation provided to supervisors, the company would bear the Income Tax liability on the 'non-monetary perquisite', of which 50% shall be loaded within the ceiling of 35% of basic pay on perks and allowances. Company liability in such cases will be restricted as per provisions of the Income Tax Act.

**13.0** In case of supervisors placed under suspension, only subsistence allowance as applicable on the revised basic pay shall be payable. A suspended supervisor shall not be eligible to opt for perks and allowances under the cafeteria. Supervisors on long study leave, EOL on any grounds shall not be eligible to opt for perks and allowances under the Cafeteria.

**14.0 Service Weightage :**

Service Weightage will be given to supervisors who were on the regular supervisory pay scales of the company on 31.12.2016 and continue as supervisors as on 01.01.2017, as one-time dispensation, as under:-

**14.1** Amount equal to 2% of actual basic pay as on 01.01.2017 in the revised pay scale will be given as service weightage per month, with effect from 01.01.2017.

**14.2** This amount will be kept as separate element of pay and will not count for any consequential benefits, whatsoever.

**14.3** This element of pay shall be discontinued on their movement from supervisory cadre to higher cadre.

**14.4** The above dispensation will not be applicable for employees who are not on the rolls of the company as on date of issue of circular.

13.02/17



## 15.0 Review

- 15.1 Subsequent to implementation of revised pay structure as above, the profitability of the company shall be reviewed by Ministry of Power after every 3 years which may impact the PRP / Allowances depending upon the increase/ decrease in profitability in accordance with DPE guidelines dated 03.08.2017.
- 15.2 If the profitability of the corporation falls in such a way that the earlier pay revision now entails impact of more than 20% of Average PBT of last three years, then PRP/Allowance will be reduced to bring down the impact.

## 16.0 Periodicity :

The next pay revision shall take place in line with the periodicity as decided for Central Government employees but not later than 10 years.

## 17.0 Arrears on Account of Pay Revision:

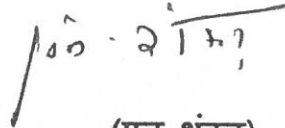
- 17.1 The payment of arrears due on account of pay revision shall be made after necessary adjustments / recoveries.
- 17.2 Arrears on account of leave encashment already availed on or after 01.01.2017 shall also be payable.
- 17.3 Arrears shall also be admissible to supervisors who have demised / resigned / retired on or after 01.01.2017.
- 17.4 The arrears in respect of the supervisors on secondment / deputation to other PSUs / Govt. organizations and all subsidiaries of POWERGRID / JVs may be calculated and the payment may be made.
- 17.5 Where a supervisor has left the services of POWERGRID and outstanding dues are payable by him, pay revision arrears shall be paid after adjustments of all dues.
- 17.6 In case a supervisor who is absenting without any information to the corporation for long/ absconding / terminated from services, pay arrears in such cases, shall normally not be released unless specifically decided in consultation with associate finance and with the approval of Head of Region / ED (HR) at Corporate Centre. Respective HR departments shall submit a list of such employees forthwith so that appropriate action regarding release of arrears is taken in time.

12/11/17

## 18.0 GENERAL

- 18.1 This Pay Revision shall also be applicable to supervisors who are deployed on deputation/ secondment basis in all subsidiaries/ JVs of POWERGRID.
- 18.2 The excess payments, wrong payments and other errors in calculation of the arrears shall be subject to correction, adjustments and recoveries.
- 18.3 Payment of all other allowances not specifically mentioned herein, the same shall cease to exist.
- 18.4 In case of any doubt / requirement of clarification, same should be referred to Corporate HR.
- 18.5 Income Tax shall be recovered at source at the rates applicable as per the Income Tax Act.
- 18.6 In case of any anomalies arising out of the pay revision, the same will be taken up separately.

This issues with the approval of Competent Authority.

  
(एन शंकर)  
कार्यपालक निदेशक (मा.सं.)

### वितरण:

- i) समस्त क्षेत्रीय/ प्रोजेक्ट प्रमुख  
ii) समस्त क्षेत्रीय/प्रोजेक्ट प्रमुख- मा.सं./ वित्त  
iii) समस्त विभागाध्यक्ष- केन्द्रीय कार्यालय  
iv) कम्पनी सचिव- केन्द्रीय कार्यालय  
v) व.म.प्र. (ERP)/ म.प्र. (वित्त-स्थापना) /म.प्र. (मा.सं-स्थापना)- केन्द्रीय कार्यालय  
vi) का.सचिव/नि.सचिव- अ.प्र.नि./ निदेशक (कार्मिक)/ (वित्त)/ (प्रचालन)/ (परियोजना) /(सीवीओ)  
vii) पावरग्रिड मा.सं वेबसाईट
- उ.क्षे.-I/II/III, पू.क्षे.-I/II, उ.पू.क्षे, द.क्षे.-I/II, प.क्षे.-I/II / ओडीशा /NERPSIP, गुवाहाटी/ RPT HVDC, बेंगलुरु/ W/NICP, गुरुग्राम