



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



PGCIL/R/2019/50112
Dated : 19 March, 2019

Bishnu Kumar Nanda,
F-111, Rail Vihar, Sector-57,
Gurgaon, Haryana, Pin:122003,

Sub: Information under Right to Information Act, 2005.

Sir/Madam,

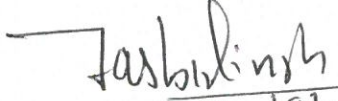
This has reference to your RTI request dated 28 February, 2019 for providing information under RTI Act, 2005.

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) 19/3/19

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

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

Reply to RTI Queries by Sh. Bishnu Kumar Nanda, Gurgaon

Q 1	Whether some Central Govt/ State Govt employees have taken absorption/ have been recruited in your organisation during 2016
Reply	POWERGRID has recruited personnel during 2016. No person has been absorbed on deputation/ transfer of service from central/ state govt during 2016.
Q 2	Whether such eligible employees have been given pay protection w.e.f. their date of joining after taking into account their revised last pay drawn in their previous Govt. Organisation on the basis of 7 th CPC scale of pay.
Reply	POWERGRID is considering cases for pay protection where a person joins in POWERGRID after separation from another PSU with same comparable IDA pay structure and the person is having a higher basic pay than he is offered in POWERGRID.
Q3	Whether their pay have been revised w.e.f. 01.01.2017 by giving them fitment benefit in terms of 3 rd PRC recommendation and if not, copy of the instructions which restricts the fitment benefit to those employees who have been absorbed/ recruited after getting their pay fixed in 7 th CPC scale of pay in their previous govt organisation may be furnished.
Reply	Please refer to our reply against Q2 and clause 3.3 of POWERGRID Corporate HR Circular No. 404/2018 dated 29.05.2018 enclosed as Annexure-I

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पावर ग्रिड कारपोरेशन ऑफ इंडिया लिमिटेड
(मानव संसाधन - औ.सं. एवं वे. विभाग)

सी.सी./मा.सं./औ.सं. एवं वे./2018

दिनांक: 29.05.2018

केन्द्रीय मानव संसाधन परिपत्र संख्या : 404/2018

विषय : Pay Revision of Board Level and Below Board Level Executives w.e.f. 01.01.2017

In pursuance of Presidential Directive vide letter No. 25-11/11/2017-PG dated 10th May, 2018 issued by the Ministry of Power regarding revision of pay and allowances in respect of Board Level and Below Board Level Executives of POWERGRID w.e.f. 01.01.2017 and POWERGRID Board in its 354th meeting held on 29.05.2018 has accorded approval for revising Pay and Allowances as per details indicated below:-

1. PAY SCALES

The following revised pay scales corresponding to existing pre-revised pay scales shall be applicable for Board level and below Board level executives w.e.f. 01.01.2017:-

Existing (2007)		Revised (2017)	
Grade	Pay Scale (₹)	Grade	Pay Scale (₹)
E1	20600-46500	E2	50000-160000
E2	24900-50500	E3	60000-180000
E2A		E4	70000-200000
E3	29100-54500	E5	80000-220000
E4	32900-58000	E6	90000-240000
E5	36600-62000	E7	100000-260000
E6	43200-66000	E8	120000-280000
E6A		E9	150000-300000
E7	51300-73000	Director	180000-340000
E7A		CMD	200000-370000
E8			
E9	62000-80000		
Director	75000-100000		
CMD	80000-125000		

1.1 After merger and alignment of grades as per DPE guidelines, the existing Delegation of Powers (DoP), entitlements and other related matters including reporting structure shall remain unchanged, until further review and amendment of the same as deemed appropriate.

2. 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 % applicable as on 01.01.2017.

1/13 2/11

3. METHODOLOGY OF PAY FIXATION

1. 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) @19.5% as applicable on 1.1.2017 [under the IDA pattern computation methodology linked to All India Cumulative Price Index (AICPI) 2001=100 series]	+	15 % of (A+B)	=	Revised BP as on 1.1.2017 (Aggregate amount rounded off to the next ₹.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.
- Executives appointed in POWERGRID pay scales on or after 01.01.2017, who were allowed pay at the minimum in pre-revised scales of pay, their basic pay shall be fixed at the minimum of the corresponding revised scales of pay. However, executives who were allowed a higher start in the pre-revised scales of pay, their pay shall be re-fixed in the corresponding revised scales of pay by Corporate HR-Establishment group. In both the cases, such executives will not be eligible for fitment benefit under the pay revision.

4. PAY FIXATION ON PROMOTION :

- In cases where Executives have been promoted on 01.01.2017, the pay of Executives shall be fixed as below:-
 - Pay in the lower grade will be fixed first in the revised scale of pay.
 - If Increment is due on 01.01.2017, the same will be granted in the lower grade in the revised scale;
 - One (1) notional increment equal to the increment being drawn by the Executive in the lower grade will be added, and
 - The pay fixed in promoted grade and rounded off to next multiple of ₹ 10.
- In case of promotion of supervisors to executive category, pending salary revision of supervisor, pay fixation of such employees who were on the rolls of corporation on 31.12.2016 as non-executive but subsequently promoted as executive on or after 01.01.2017 shall be provisionally fixed at the minimum of the revised scale of pay from the date of their promotion to executive cadre. They will draw salary (Basic and DA) in the revised 2017 scales or continue to draw their salary (Basic, DA & Stagnation Increment) in the pre-revised 2007 scales, whichever is higher. Their final pay fixation will be done in the revised scales upon finalization of non-executive wage revision due w.e.f. 01.01.2017.

5. INCREMENT

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 ₹ 10/-.

6. STAGNATION INCREMENT

In case of reaching the end point of pay scale, an executive will be allowed to draw stagnation increments, one after every two years up to a maximum of three such increments, provided the executive gets a performance rating of 'Good' or above.

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7. DEARNESS ALLOWANCE

100% DA neutralization will be adopted for all the executives. 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

8. HOUSE RENT ALLOWANCE (HRA)/LEASED ACCOMMODATION & HOUSE RENT RECOVERY (HRR)

8.1 House Rent Allowance (HRA)

8.1.1. Payment of HRA on revised basic pay shall be at the following rates:-

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.

8.1.2. 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%.

8.1.3. HRA on the revised basic pay will be payable w.e.f. 10.05.2018.

8.2 Leased Accommodation / House Rent Recovery

8.2.1. Grade wise entitlement of executives for lease facility in the revised pay structure shall be notified separately.

8.2.2. Pending notification of entitlement of executives for lease facility in the revised pay structure w.e.f. 10.05.2018, current lease entitlement of individual executives as well as House Rent Recovery shall continue.

8.2.3. The House Rent Recovery shall be as follows :

CLASSIFICATION OF CITIES	RATE OF HRA
X-Class (Population of 50 Lakh and above)	7.5 % of Basic Pay
Y-Class (Population of 5 Lakh to 50 Lakh)	5% of Basic Pay
Z-Class (Population below 5 Lakh)	2.5% of Basic Pay

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PERKS AND UNDER CARE
10.1 LOCATION

8.2.4 If an executive is staying in his / her own house and if the said house is taken as lease accommodation for self-occupation purpose, the lease rental ceiling (after adjusting the HRR amount) should not exceed the net applicable HRA amount w.e.f. 10.05.2018.

8.2.5 For Accommodation provided by POWERGRID in its own township, 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 Rent fixed by POWERGRID, whichever is lower w.e.f. 10.05.2018. However, pending revision of Standard Rent, the existing Standard Rent will continue.

9 PERKS AND ALLOWANCES

- 9.1 The existing system of 'Cafeteria Approach' shall continue for payment of perks and allowances admissible to different categories of executives subject to a ceiling of 35% of Basic Pay w.e.f. 01.01.2017. The recurring cost incurred on running and maintenance of infrastructure facilities like schools, etc. would be outside the ceiling of 35% of Basic Pay.
- 9.2 The Perks and allowances under cafeteria approach subject to a ceiling of 35% of the basic pay will be paid on pro-rata basis (From pre-revised 49%) based upon the set of perks and allowances already chosen by the employee for the respective financial years.
- 9.3 As regards Company owned accommodation provided to the executives, 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.
- 9.4 Executive Trainees (ETs) will be paid perks and allowances @ 12 % of revised basic pay during training period. The Perks and Allowances @ 12% of revised Basic Pay comprises of Transport Allowance, Washing Allowance and Canteen Allowance. However, on regularization, they shall be allowed to exercise option under 'Cafeteria Approach @ 35%' by the end of the month following the month in which they are regularized.
- 9.5 Under the Cafeteria Approach, executives would be allowed to choose from the existing basket of perks and allowances, at the beginning of the Financial Year subject to the maximum limit of 35% of the revised basic pay. In case no fresh option is exercised at the beginning of each financial year, the option exercised for the preceding financial year, will continue till the end of the current financial year as well. Accordingly, for FY 2018-19, the option already exercised by April, 2018 will be applicable pro-rata @ 35 % of Basic pay.

13-2-2018

PERKS AND ALLOWANCES OUTSIDE THE CEILING OF 35% OF BASIC PAY (C)
 UNDER CAFETERIA APPROACH

10.1 LOCATION BASED COMPENSATORY ALLOWANCE

(i) For serving in North-East States and Ladakh Region

Assam, Meghalaya, Manipur, Nagaland, Tripura, Arunachal Pradesh, Mizoram and Sikkim	10 % of Basic Pay
Ladakh Region	10 % of Basic Pay

(ii) For serving in Island Territories of A&N Islands and Lakshwadeep

Areas around capital towns (Port Blair in A&N islands, Kavaratti and Agatti in Lakshadweep)	10 % of Basic Pay
Difficult Areas (North and Middle Andaman, South Andaman excluding Port Blair, entire Lakshadweep except Kavaratti, Agatti and Minicoy)	16 % of Basic Pay
More Difficult Areas (Little Andaman, Nicobar-group of islands, Narcondam islands, East islands and Minicoy)	20 % of Basic Pay

(iii) Special Allowance : for serving in the difficult and far flung areas

Part A (Areas covered under Annexure —I of Department of expenditure O.M. No. 3/1/2017-E- II(B) dated 19.07.2017)	8 % of Basic pay
Part B (Areas covered under Annexure —II of Department of expenditure O.M. No. 3/1/2017-E- II(B) dated 19.07.2017)	6 % of Basic Pay
Part C (Areas covered under Annexure —III of Department of expenditure O.M. No. 3/1/2017-E- II(B) dated 19.07.2017)	4 % of Basic Pay.
Part D (Areas covered under Annexure —IV of Department of expenditure O.M. No. 3/1/2017-E- II(B) dated 19.07.2017)	3 % of Basic Pay

- (iv) In the event of a place falling in more than one category i.e. Clause 10.1 (i)/(ii) and (iii) mentioned above, in that case only the higher rate of allowance will be admissible.
- (v) Location based compensatory allowance will be payable for employees serving in the North East States including Sikkim and Ladakh Region as mentioned in Para 10.1(i) above @ 10% of revised basic pay w.e.f. 10.05.2018.
- (vi) For other locations falling in 10.1 (iii) Special Allowance which is being paid provisionally, will henceforth be regulated as per the percentage mentioned above and will be paid w.e.f. 10.05.2018.
- (vii) Consequent to the payment of revised Location Based Compensatory Allowance, no other allowance (except those mentioned in this circular) shall be paid.

11 PERFORMANCE RELATED PAY
 Payment of PRP shall be regulated as per DPE guidelines from FY 2017-18.

12 SUPERANNUATION BENEFITS

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

12.2 The ceiling limit of gratuity of the executives will be enhanced from ₹10 lakhs to ₹20 lakhs as per DPE guidelines. The funding of the entire amount of gratuity would be met from within the 30% of Basic + DA. Besides, the ceiling of gratuity shall increase by 25% whenever IDA rises by 50%

12.3 The existing Post-Retirement Medical Benefits will continue to be linked to the requirement of superannuation and minimum of 15 years of continuous service for other than Board Level Executives. Post-Retirement Medical Benefits shall be allowed to Board level executives (without any linkage to provision of 15 years of service) upon completion of their tenure or upon attaining the age of retirement, whichever is earlier.

12.4 The existing requirement of superannuation and of minimum of 15 years of service has been dispensed with for pension.

12.5 Consequent upon revision of pay scales w.e.f. 01.01.2017, employer's as well as employee's contribution to the Provident Fund shall 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.

12.6 The benefits of PF and Gratuity will also be admissible to the executives and / or nominees / legal heirs of the executives who have resigned / retired / demised on or after 01.01.2017. Consequently, the employee contribution towards the PF and Pension based on revised basic pay and DA shall be adjusted from arrears payable.

13 CORPUS FOR MEDICAL BENEFITS FOR RETIREES

Corpus for post-retirement medical benefits and other emergency needs for the employees who have retired prior to 01.01.2007 will continue to be contributed / funded from the existing ceiling of 1.5% of PBT.

14 CLUB MEMBERSHIP

Board level executives would be provided with Corporate Club membership (up to maximum of two clubs), co-terminus with their tenure.

15 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 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.

15.11.2017

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17 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 on account of PRP for the quarter January, 2017 to March, 2017 shall also be payable.

17.4 The arrears arising out of revision of pay scales and allowances etc., shall also be admissible to executives who have demised / resigned / retired on or after 01.01.2017, upto the date they were in service.

17.5 The arrears in respect of the executives on deputation to other PSUs / Govt. organizations may be calculated and the payment may be made.

17.6 Where an executive has left the services of POWERGRID and outstanding dues are payable by him, pay revision arrears shall be paid after adjustments of all dues.

17.7 In case an executive 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 / GM I/c (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.

18. GENERAL.

18.1 This Pay Revision shall also be applicable to Executives who are deployed on secondment basis in all subsidiaries 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 In case of any doubt / requirement of clarification, same should be referred to Corporate HR.

18.4 Income Tax shall be recovered at source at the rates applicable as per the Income Tax Act.

18.5 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)
महा प्रबन्धक प्रभारी (मा.सं.)

वितरण:

समस्त क्षेत्रीय प्रमुख / ओडीशा प्रोजेक्ट
समस्त क्षेत्रीय मा.सं. / वित्त प्रमुख / ओडीशा प्रोजेक्ट/NERPSIP Project, Guwahati/Raigarh - Pugalur HVDC Project,
Bengaluru/Western/Northern Region Interconnector Project, Gurugram
समस्त विभागाध्यक्ष- केन्द्रीय कार्यालय
कम्पनी मन्त्रि
का.मन्त्रि/नि.मन्त्रि-अध्यक्ष एवं प्रबन्ध निदेशक/ निदेशक (कार्मिक / वित्त / परियोजना / प्रचालन/ सीवीओ)
पावरग्रिड मा.सं. चैवसाईट