



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



CIN : L40101DL1989GOI038121

PGCIL/R/2019/M-64

दिनांक: 11 December, 2019

Shri Ashish Srivastav Advocate,
S/o Shri Avinash Chander Srivastav, Room No. 105,
New Building, Distt & Session Court, Raipur- Chattisgarh,

विषय: सूचना का अधिकार अधिनियम, 2005 के तहत जानकारी।

महोदय / महोदया,

कृपया आर.टी.आई. अधिनियम, 2005 के तहत दिनांक 11 November, 2019 को प्रेषित अपने आर.टी.आई. अनुरोध का संदर्भ लें।

उपरोक्त पत्र में बांछित जानकारी अनुलग्नक-1 में संलग्न है।

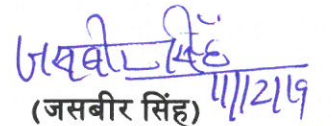
यदि आप केन्द्रीय लोक सूचना अधिकारी के उत्तर से संतुष्ट न हो तो, केन्द्रीय लोक सूचना अधिकारी के उत्तर की प्राप्ति के 30 दिनों के भीतर पहले अपील प्राधिकारी के सम्मुख अपील की जा सकती है। आरटीआई अधिनियम, 2005 के तहत केन्द्रीय कार्यालय, गुडगांव में अपील प्राधिकारी का विवरण निम्नानुसार है:

श्री संजीव सिंह,

कार्यपालक निदेशक (सी एम जी) एवं अपील प्राधिकारी
केन्द्रीय कार्यालय, पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड,
"सौदामिनी", प्लॉट नंबर-2, सेक्टर-29, गुडगांव-122001, हरियाणा।
ईमेल आईडी: sanjeev@powergridindia.com
फोन नंबर: 0124-2571962

धन्यवाद,

भवदीय,


(जसबीर सिंह) 11/12/19

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

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

Reply to RTI Query by Sh. Ashish Shrivastava, Chattisgarh

If an employee from {Govt. (Central/State) or Govt. undertaking (Central/State)} having CDA pattern pay scales resigns through proper channel (technical resignation) for joining your company in below board level who are appointed to a post as direct recruits after 01.01.2006 on selection through interview by a properly constituted agency including departmental authorities making recruitment directly

Please answer the following with regard to basic pay protection in the above context in your company:

Query	<p>1. Is an employee entitled for basic pay protection in above case if present basic pay (Basic+DA) is less than her (Basic+GP+DA) with previous employers {Govt. (Central/State) or Govt. undertaking (Central/State)}</p> <p>2. If No to 1. Please provide the copy of circular /guidelines/rule on the basis of which she is not entitled for pay protection.</p> <p>3. Is there any circular /guidelines/rule for basic pay protection if employees join below board level in your company from {Govt. (Central/State) or Govt. undertaking (Central/State)}</p> <p>4. If Yes to 3. Please provide the copy of the same.</p> <p>5. If No to 3. On what basis below board level employee's basic pay protection are computed / decided so far.</p> <p>7. Is there any circular/guidelines/rule/method for basic pay equalization /comparison followed in your company for CDA and IDA pay equalization/ comparison for:-</p> <ol style="list-style-type: none"> 1) Employees on CDA promoted after 1.1.1986 2) Employees who changed over from CDA to IDA since July 1984 3) New Recruitment for condition of minimum pay with previous employer in CDA/IDA 4) Pay Protection calculation of CDA pattern employees who joined after 1.1.1986 <p>8. Pay Protection given/pending details since 1989 till Sept-19 in following format.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">Sl.</th> <th style="width: 25%;">Order No. & Date (if given) or date of 1st application of employee (if order pending)</th> <th style="width: 15%;">Employee Name</th> <th style="width: 10%;">Previous pay scale</th> <th style="width: 10%;">New Pay scale</th> <th style="width: 15%;">Pattern pay scales with previous employer (CDA/IDA)</th> <th style="width: 20%;">Reasons of pending (older than 1 months)</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Sl.	Order No. & Date (if given) or date of 1 st application of employee (if order pending)	Employee Name	Previous pay scale	New Pay scale	Pattern pay scales with previous employer (CDA/IDA)	Reasons of pending (older than 1 months)							
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Reply	<ol style="list-style-type: none"> 1. No 2. No such circular /guidelines/rule is available. 3. In the context provided, No such circular /guidelines/rule is available. 4. Not applicable 5. In the context provided, No such case is applicable. 7. No such circular /guidelines/rule is available. 8. As per the context provided and records available with us, no pay protection has been provided nor is pending with us. 														

RP Singh

6. What are the components/ meaning of the term "Pay" in the word "Pay-protection?"

Reply: Relevant portion of the POWERGRID Pay Fixation Rules are enclosed for reference.

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.

RB Singh